

Failures, while sometimes embarrassing, are important learning experiences that ultimately strengthened programs and the character of those who ran them. Most of the information in this chapter is presented in brief summary form. A few narratives like Turkey and deer reproductions are more detailed because the stories have never been told before, and I felt the individuals involved deserved special mention. It should be pointed out that the thoughts presented are those of the author's based upon archival and personal experiences over the past 35 years. Others undoubtedly would have different views—very understandable considering the subject and the thousands that had a hand in it. Agency Evolution The imitative, original thoughts and innovative ideas of Aldo Leopold began one of the most enduring conservation efforts ever initiated in Wisconsin. Isaac Walton League (Ikes) officers Frank Graess and William "Bill" Aberg contributed as well. Collectively, they drafted the 1927 legislation that created the Wisconsin Conservation Department. Many ideas obtained from Michigan and Pennsylvania. Wisconsin's Conservation Act of 1927 established the framework for a new state agency and its related policy body, the Wisconsin Conservation Commission. No doubt Leopold's thinking drove the effort, but it took attorney Aberg's touch to produce a sound law proposal. The Conservation Act was clearly a pivotal event in conservation history, but it also involved a failure that probably slowed agency progress and may well have permanently altered program direction. Leopold and the Ikes had a clear vision about who should serve on the new Conservation Commission. They carefully prepared a slate of 20 highly qualified candidates including Leopold. When they presented the list to Governor Zimmerman, Aberg urged the appointment of Leopold as director of the new Wisconsin Conservation Department (WCD). The Ikes had worked very hard to help Zimmerman get elected. It was a heated campaign, and Zimmerman used a strong conservation platform to attract votes. In and Wisconsin staff the Ikes were led commissioners and agency director appointments. Nothing could have gone of their recommendations received satisfaction by winning again and getting Zimmerman would have to wait more than 12 years before he would have a direct influence on agency policy. Aberg later, and both were added up fame. The tragedy of this story was the WCD director position addressing the conservation commission policy in 1936, he wrote, "I am chief executive officer. If whole thing breaks down." Tommy appointed the DNR secretary position to the Governor's Office in acre wetland located in Dodge and Wisconsin had provided abundant through most of the nineteenth century. His rich, fertile soils interested in draining the marsh. During the early 1900s, local farmers to expand marsh drainage instrumental in stopping their effort and saving one of the largest wildlife sanctuaries in the country. The warden and sportsman whose foghorn voice and statewide campaign were instrumental in saving the internationally important resource. Speaking on the topic "Restore Northern Water," Boone addressed numerous meetings around the state from 1923 to 1927, touting the huge potential fish and game benefits for saving a marsh that had been plundered by agriculture. He later was successful in influencing the state and federal governments to purchase this vital area. The 70,000-acre Horicon National Wildlife Refuge, which is managed by the U.S. Fish and Wildlife Service, is originally managed for redhead duck management but expanded to include multiple species and environmental education. The southern one-third is the Horicon Marsh Wildlife Area managed by the state. The project's traditional migrating Canada goose population and diverse wetland and upland wildlife nature trails and educational centers are state and national treasures. Besides restoring natural resources from the environment had political support because they killed live traps and captured too efficiently with hunters the game. The original idea was uniformly considered as good as European settlement of America began. Establishing bounty payments on the worst started in 1875, and continued for more than 25 years, but it wasn't considered a success story. Early scientists and scholars backed the bounty idea with theories about how predators and prey could be on wild populations. Aldo Leopold had the same idea early in his professional career, but that changed when he began to see that predators had a vital role in controlling certain prolific species. He ultimately observed that predators were an important influence on the wary (therefore challenging to kill) prey. Leopold's famous encounter with a wolf that his hunting party shot was the pivotal event in his life and forever changed his philosophy about predators. When gun riffs were every night and was very dark and noisy and a big fire into impassable slide rocks. He watched the old wolf in time to watch the fierce green fire dying in her eyes. I was

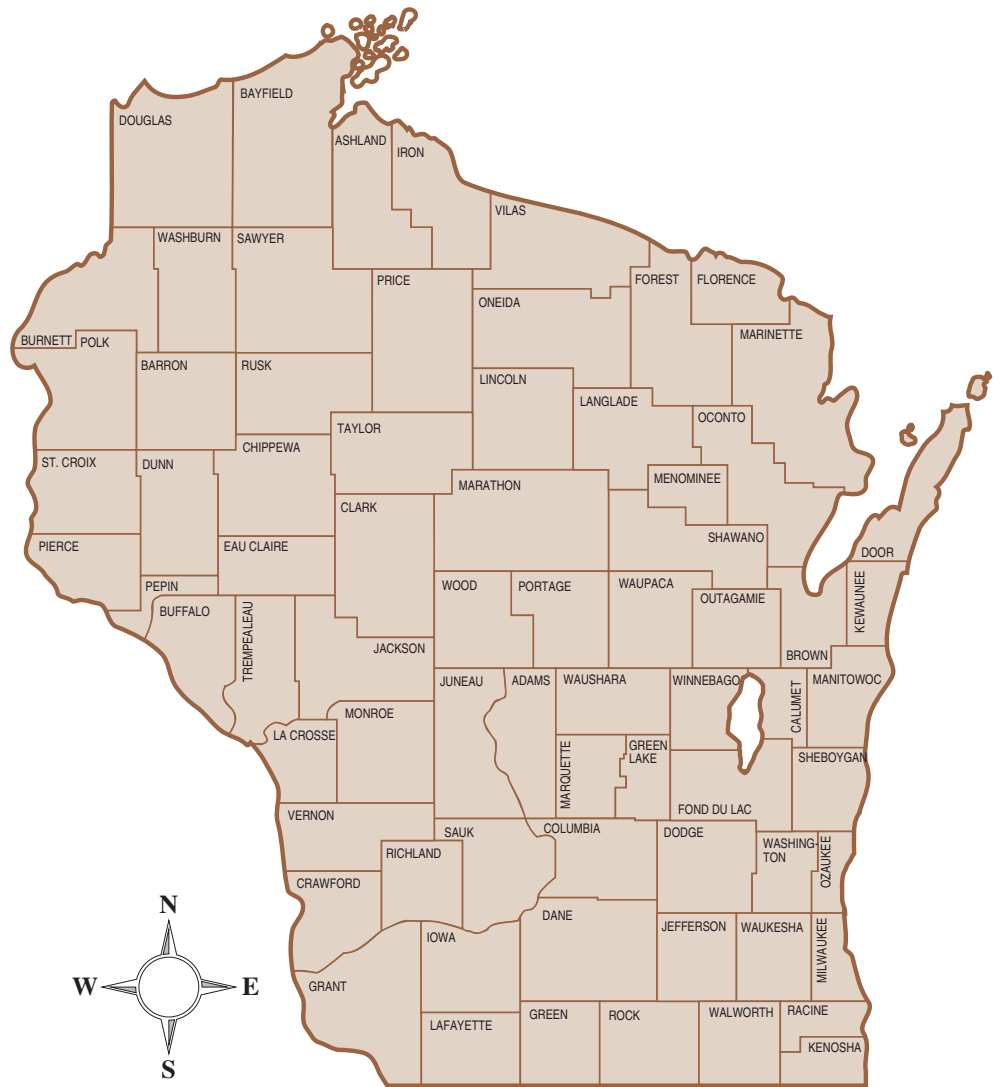


DNR FILE, COURTESY OF THE OTTO FAMILY

## Appendices • Glossary • Sources

of what became the Horicon Marsh Wildlife Area. Two-thirds of the northern portion is the Horicon National Wildlife Refuge, which is managed by the U.S. Fish and Wildlife Service. Its original focus was redhead duck management but expanded to include multiple species and environmental education. The southern one-third is the Horicon Marsh Wildlife Area managed by the state. The project's traditional migrating Canada goose population and diverse wetland and upland wildlife nature trails and educational centers are state and national treasures. Besides restoring natural resources from the environment had political support because they killed live traps and captured too efficiently with hunters the game. The original idea was uniformly considered as good as European settlement of America began. Establishing bounty payments on the worst started in 1875, and continued for more than 25 years, but it wasn't considered a success story. Early scientists and scholars backed the bounty idea with theories about how predators and prey could be on wild populations. Aldo Leopold had the same idea early in his professional career, but that changed when he began to see that predators had a vital role in controlling certain prolific species. He ultimately observed that predators were an important influence on the wary (therefore challenging to kill) prey. Leopold's famous encounter with a wolf that his hunting party shot was the pivotal event in his life and forever changed his philosophy about predators. When gun riffs were every night and was very dark and noisy and a big fire into impassable slide rocks. He watched the old wolf in time to watch the fierce green fire dying in her eyes. I was

## Map of Wisconsin Counties





## Appendix A:

### Wisconsin Regulations Chronology, 1851–1898

- 1851** Deer hunting closed February 1 to July 31. Prairie chicken, pheasant, quail, and woodcock hunting closed February 1 to August 1.
- 1852** Drainage of swamps and lowlands was legalized, and landowners were required to “show cause” if they did not want public ditches to cross their property.
- 1853** Sale of sharp-tailed grouse, prairie chicken, ruffed grouse, and quail was prohibited. Seasons were extended for woodcock (two months) but shortened for prairie chicken (by two and one-half months), sharp-tailed grouse (by two and one-half months), ruffed grouse (by two months), and quail (by three months).
- 1857** All birds and their nests and eggs were protected on cemetery and burial grounds, which were considered refuges.
- 1859** Closed seasons on deer, prairie chicken, and sharp-tailed grouse increased by a month. The open season on quail was limited to one month. The possession of protected game was prohibited.
- 1860** Deer season was shortened by one month (season now five months long). The woodcock closed season expanded to seven months. The prairie chicken closed season was expanded to eight and one-half months. The ruffed grouse closed season expanded to nine months. The quail open season extended to three months.
- 1864** Muskrat, mink, otter, beaver, marten, and fisher seasons were closed for the first time in history (six-month closure).
- 1867** All game bird nests and eggs except those of wild pigeons were protected. Deer season increased by 45 days to a five and one-half month season. Open season on woodcock was five months long. Open season on ruffed grouse, prairie chicken, and quail was four months long.
- 1868** The use of poison bait was repealed.
- 1869** Set guns were prohibited. All insect eating birds were protected within two miles of any incorporated city.
- 1870** Woodcock closed season was extended to seven and one-half months. Ruffed grouse, prairie chicken, and quail closed seasons extended to nine months. Wood duck, mallard, and teal closed seasons were seven months long in Milwaukee, Racine, Kenosha, Waukesha, Walworth, Jefferson, Rock, Green, Dane, LaFayette, and Grant counties. Traps, snares, and swivel or punt guns were prohibited in those same counties except that woodcock were not protected from traps and snares.
- 1871** The duck protection of the previous year was expanded to include Winnebago, Fond du Lac, Green Lake, Waupaca, and Waushara counties.
- 1872** Duck protection was expanded to include Dodge and Richland counties. In addition, mallards and ring-necked ducks were protected in the spring for five months. These same counties prohibited snaring of all game birds including ducks. St. Croix and Burnett counties expanded protection of prairie chicken and sharp-tailed grouse by one month and ruffed grouse and quail by one and one-half months, and decreased woodcock protection by one month.
- 1874** Most of the state protected prairie chickens and sharp-tailed grouse for nine months and woodcock for eight months. Wood duck, mallard, and teal were protected for seven months. Duck eggs were protected from March until July. For the first time, the use of nets, traps, and snares was prohibited statewide (except for taking passenger pigeons). Swivel guns and pivot guns were outlawed for duck and goose hunting.
- 1875** Kewaunee County was the first to prohibit hunting deer with dogs. The use of snares and traps was prohibited for taking deer statewide. The deer season was reduced by another one and one-half months (now a nine-month closed season). Poison was legalized for killing wolves and wildcats between November 10 and December 20.
- 1877** It became unlawful to disturb or kill pigeons within three miles of their roost. All “insect eating” birds and their eggs were protected statewide. Snares, nets, and traps were allowed for taking ducks. Sailboats, sneak boats, and sunken batteries (gun



## Appendix A (Continued)

placements triggered from another location) were prohibited for duck hunting on Lake Koshkonong, the Rock River, and in Jefferson, Dane, and Rock counties between 8 p.m. and 3 a.m. Deer hunting with dogs was allowed in Ashland, Bayfield, and Douglas counties. Deer season was reduced by another two weeks statewide (now open three and one-half months).

- 1878** Exportation of grouse and prairie chicken was prohibited. Game birds could only be taken by a gun held at the shoulder. The closed season on woodcock, quail, chicken, grouse, wood duck, mallard, and teal lasted seven months and 25 days. The three-mile kill restriction on pigeons was reduced to prohibiting killing or wounding wild pigeons at their roosting or nesting place.
- 1879** Door County allowed the killing of deer for food purposes only, and none could be exported from the county.
- 1880** Beaver were dropped from the protected list. Upland game birds could again be shipped out of state for commercial purposes. Door County prohibited shining deer at night. Ashland, Bayfield, and Douglas counties closed the deer season for eight and one-half months while counties north of Vernon, Sauk, Columbia, Dodge, Washington, and Ozaukee counties protected upland game birds, wood duck, mallard, and teal for seven and one-half months, woodcock for eight and one-half months, and deer for nine and one-half months.
- 1883** Shipment of venison and other protected game was prohibited. Deer hunting was prohibited at night. The deer season was November 1 to December 15. The three-mile restriction for taking passenger pigeons was reinstated.
- 1885** Dodge, Fond du Lac, and Green Lake counties closed the season on quail, grouse, and prairie chicken for two years. Racine County did the same for three and one-half years.
- 1887** Hunting from open water or from boats and sink boxes as well as the shooting of any harmless birds for millinery purposes was prohibited. Deer season was October 1 to November 10. Dogs were legalized for deer hunting. Muskrats were dropped from the protected list.
- 1889** Squirrels, upland game birds, and waterfowl were protected December 15 to August 1. Deer season was open October 15 to December 1.
- 1891** Mink were dropped from the protected list. Hunting deer with dogs was prohibited. Sale of venison more than eight days after season closure was prohibited. Deer season was November 1 to December 1.
- 1893** First open season for Mongolian and Chinese pheasants.
- 1896** First bag limit on deer was established (two, any age or sex). Two numbered "coupons" were issued with each deer hunting license. All deer hunters were required to be licensed for the first time. Nonresident deer license fees were set at \$30; resident fees were \$1.
- 1897** State ownership of game was established.
- 1898** Three laws were created to protect migratory birds. The statutes are quoted verbatim to reflect the times:

**Wisconsin Statutes, 1898, Chapter 185, Vol. 2, p. 2759**

*Sec. 4563. (as amended by Acts of 1899, chap. 267, sec. 1). Any person who shall take, catch or kill any wild duck, brant, or any aquatic fowl, excepting wild geese, between January 1 and September 1, shall be punished by a fine of \$20 to \$50, or by imprisonment of 10 to 60 days, or by both such fine and imprisonment.*

*Sec. 4565. (as amended by the Acts of 1899, ch. 311, sec. 10, p. 558). Any person who shall catch, or kill at any time, or for any purpose whatever, except as authorized by law, any whippoorwill, night-hawk, bluebird, finch, thrush, robin, lark, turtle-dove, or any harmless bird shall be punished by a fine of not more than fifty dollars or by imprisonment in the county jail for not more than thirty days, provided that this section shall not apply to blackbirds, crows, English sparrows, or pigeons for trapshooting.*

*Sec. 4565a. Any person who shall take or destroy the eggs or nest of any waterfowl or bird, except crows and English sparrows, shall be punished by a fine of not more than five dollars or by imprisonment in the county jail for not more than ten days.*



## Appendix B:

### U.S. and Wisconsin Regulations Chronology, 1900–1923

- 1900** The federal Lacey Act was passed after a three-year struggle in Congress. This Act was the first federal law dealing with wildlife at the national level. Its primary purpose was to complement state laws for protecting game and stop the illicit traffic of wildlife products, especially bird plumes and other feathers used in the millinery trade and displayed in women's hats.
- 1903** The sale or barter of upland game birds, aquatic waterfowl, and venison was prohibited in Wisconsin. The first federal bird refuge was established on Pelican Island off the coast of Florida.
- 1909** The first complete closure of spring waterfowl hunting season occurred in Wisconsin. The first game farm law was created in Wisconsin. The state deer season was 20 days in length, but the bag limit was reduced to one deer per season.
- 1913** The first state-operated game farm was established in Wisconsin at Trout Lake (elk and deer). The federal Migratory Bird Act was signed into law March 4, 1913, empowering the Secretary of Agriculture to set hunting dates for migratory birds.
- 1915** Federal migratory game bird laws were enacted in Wisconsin. Sunrise-sunset shooting hours were enacted for the first time. The first Wisconsin "one buck" law was created. The sale of deer and birds (protected by closed season) was prohibited in Wisconsin, and wood ducks and woodcock were protected all year for the first time.
- 1916** The federal Migratory Bird Treaty was created at a convention between the United States and Great Britain for protecting migratory birds in the United States and Canada. It established a closed season on migratory game birds between March 10 and September 1 with certain subsistence exceptions and required, among several stipulations, that prescribed open seasons should not exceed three and one-half months in any one region.
- 1917** Guides and trappers were required to buy licenses (\$1) in Wisconsin. A paper deer tag (\$1) was required to be attached to the deer's carcass before transportation. The first game refuge law was created. Trappers were required to report fur taken. A closed season was established for prairie chicken, grouse, and upland game birds.
- 1918** The federal Migratory Bird Treaty Act between the United States and Great Britain for the protection of birds migrating between the U.S. and Canada was finally executed on July 3, 1918. The convention results gave the Secretary of Agriculture the authority to determine annual regulations for the protection of migratory birds. The Act immediately outlawed spring hunting and the sale of migratory birds; terminated shorebird hunting and protected all migratory songbirds and threatened species; provided a regulatory framework for hunting ducks, geese, woodcock, doves, and other game birds; and reaffirmed the federal government's authority to enforce the necessary regulations.  
The Wisconsin Conservation Commission was given the authority to close certain fish and game seasons upon receipt of public petition.
- 1919** The first Wisconsin Hungarian partridge season opened. It became unlawful to alter deer tags in Wisconsin.
- 1920** Metal deer carcass tags replaced paper tags in Wisconsin.
- 1921** Cased guns being transported in Wisconsin were required to be unloaded. The Wisconsin Legislature established the Conservation Fund provided by fish and game license sales.
- 1923** Wisconsin deer tag cost increased to 50 cents each; trap tags cost five cents each. The first beaver farm law was created in the state.



## Appendix C:

### 1943 Game Management Division Personnel (20 employees)

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The 1943 Law Enforcement Division manual listed the entire permanent Game Division staff as follows:

#### **Administration**

William F. Grimmer, Superintendent of game management, Madison

#### **Experimental Game and Fur Farm**

H.B. Kellogg Jr., Assistant superintendent of game management, Poynette

Bert Barger, Assistant manager, Poynette

Dr. T.T. Chaddock, Pathologist, Poynette

Frederick Adler, Chemist, Poynette

#### **Refuges and Public Hunting Grounds Section**

Therman Deerwester, Poynette

Harold Shine, Poynette

#### **Cooperative Game Management Section**

W.E. Scott, Madison

N.R. Barger, Madison

Earl L. Loyster, Madison

#### **Pittman-Robertson Projects**

##### **Horicon Marsh Development Project**

Earl Mitchell (in charge), Horicon

Franklin Burrow, Horicon

##### **Deer Research Project**

W.S. Feeney (in charge), Ladysmith

##### **Quail Census Project**

Albert J. Gastrow, Prairie du Sac

##### **Pheasant Research Project**

Irven O. Buss (in charge), Madison

Frank Kozlik, Madison

Elton Bussewitz, Madison

##### **Waterfowl Research Project**

F.R. Zimmerman, Nevin Hatchery

##### **Food Habits Research Project**

Dr. George B. Rossback, Poynette

#### **Central Wisconsin Conservation Area**

William Kling, Black River Falls

## Appendix D:

### Deer Research Project Personel

(as reported by Dahlberg and Guettinger 1956)

#### Project Leaders

William S. Feeney (1940–48)  
Burton Dahlberg (1948–50)  
Ralph Guettinger (1950–53)

#### Assistant Leaders

Burton Dahlberg (1946–48)  
Ralph Guettinger (1949–50)

#### Project Biologists

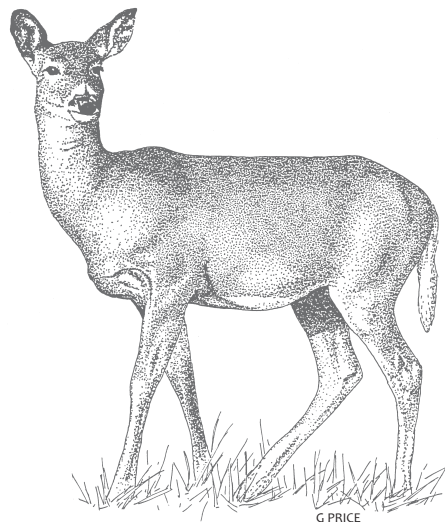
Ralph Hopkins (1941–43); Bernard Bradle (1943–47); Felix Hartmeister (1943–47); Ralph A. Schmidt (1943–45); Lester M. Berner (1943–44); Bruce P. Stollberg (1945–46); Ralph Hovind (1946–47); Frank H. King (1946–47); Clifford H. Bakkom (1946); Harry Stroebe, Jr. (1946); James G. Bell (1947–48); Ralph Guettinger (1948–49); Clifford E. Germain (1949–52); John M. Keener (1949–52.).

#### Project Assistants

Burton Dahlberg (1941); George A. Curran (1941, 1945); George Ruegger, Sr. (1941–42); Donald G. Allen (1941); Daniel Q. Thompson (1942, 1946–47); Lee Steven (1942–43); Earl T. Mitchell (1942); Norval R. Barger (1943); Arnold H. Buss (1943); George W. Schubring (1943); Myron E. Witt (1943); Oswald E. Matteson (1944); Eugene A. Nelson (1945); Armin O. Schwengel (1945); Clarence Searles (1945); Samuel F. Spahr (1945); Earl A. Carter (1947); Earl Kennedy (1948–50); Henry Loux (1948–49); Grover Q. Grady (1949); Eugene E. Parfitt (1949); Edward A. Przyczyna (1949); Werner L. Radke (1949); Carl Strozewski (1949); Gordon P. Yohann (1949); Richard W. Mihalek (1950).

#### Stenographers and Clerks

Beverly J. Hilliker (1944–45); Kathryn M. McIntyre (1945–47); Mildred LaForge (1947–49); Donna Mae Eighmy (1949); Emma Herrman (1950); Betty J. Peterson (1950–53).





## The Gamekeepers

### Appendix E:

#### 1947 Game Management Division Personnel (66 employees)

##### Experimental Game and Fur Farm

William A. Ozburn, Manager, Poynette  
Dr. A.M. McDermid, Veterinarian-Pathologist, Poynette

##### Refuges and Public Hunting Grounds Section

H.T.J. Cramer, Supervisor, Middleton  
George S. Bachay, La Crosse  
Clarence Benkert, Monroe  
Fred Benson, Babcock  
Bernard Bradle, Crandon  
Dewey Conner, Portage  
Joseph P. Corbin, Horicon  
George A. Curran, Horicon  
Norbert Damaske, Oshkosh  
Therman Deerwester, Portage  
Kenneth Derr, Wisconsin Rapids  
Charles L. FitzSimons, Madison  
Louis Fritz, Endeavor  
Allen S. Haukom, Mauston  
Ben Hubbard, Babcock  
Donald V. Jones, Wild Rose  
Warren Jones, Wild Rose  
Paul S. Kennedy, Watertown  
Clare Lindquist, Madison  
Earl L. Loyster, Middleton  
Allen McVey, Beaver Dam  
Russell J. Neugebauer, Madison  
Leslie Neustadter, Camp Douglas  
Paul Paap, Babcock  
Alvin Roeske, Horicon  
Marvin Roeske, Horicon  
Armin Schwengel, Port Washington  
Harold Shine, Poynette  
Harold Steinke, Portage  
Norman Stone, Grantsburg  
Harry Stroebe, Black River Falls  
James Wildner, Sauk City  
Fred Zimmerman, Madison

##### Horicon Development Project

J.R. Smith (Leader), Horicon  
Eric Berggren, Horicon  
Franklin Burrow, Horicon  
Leonard Herker, Horicon  
James A. McPherson, Horicon  
Harold Mathiak, Horicon  
William E. Miescke, Horicon

##### Deer Research Project

Burton L. Dahlberg (Leader), Ladysmith  
Ralph B. Hovind, Ladysmith  
Beverly Merchant, Ladysmith

##### Food Habits Research Project

Bruce P. Stollberg, Poynette

##### Fox Research Project

Stephen H. Richards, Livingston

##### Game Management Section

Walter E. Scott (Leader), Madison  
N.R. Barger, Madison  
Otis Bersing, Madison

##### Game Research

Irven O. Buss (Leader), Madison  
James Hale, Madison

##### Grouse Research

W.S. Feeney, Ladysmith

##### Pheasant Research Project

Frank M. Kozlik (Leader), Madison  
Cyril Kabat (Assistant), Madison

##### Quail Census Project

Donald Thompson (Leader), Madison  
Helmer Mattison (Assistant), Menomonie  
Albert J. Gastrow, Prairie du Sac

##### Muskrat Research

Wayne Truax (Leader), Horicon  
Felix A. Hartmeister, Ladysmith

##### Waterfowl Research

Ralph Hopkins, Horicon  
Felix A. Hartmeister, Ladysmith  
Frank H. King, Horicon

##### Game and Fur Farms

William H. Field, Beaver Dam

##### Central Wisconsin Conservation Area

James N. Fisher, Black River Falls  
(Forest Area Supervisor)  
William Kling, Black River Falls



## Appendix F:

### 1947 Game Management Division Reorganization

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#### New Administrative Areas (47 employees)

##### Area I

Area supervisor: Therman Deerwester

##### District 1

District manager: Norman Stone

Counties: Ashland, Bayfield, Douglas, Burnett, Washburn, and Sawyer

Tentative headquarters: Grantsburg

##### District 2

District manager: James F. Wildner

Counties: Barron, Polk, St. Croix, Dunn, Pierce, and Pepin

Tentative headquarters: Menomonie

##### Districts 3 and 4

District manager: Harry Stroebe

Counties, District 3: Price, Rusk, Chippewa, Taylor, Clark, and Eau Claire

Counties, District 4: Jackson, Trempealeau, Buffalo, La Crosse, and Monroe

Tentative headquarters: Black River Falls

##### District 5

District manager: Vacant

Counties: Adams, Juneau, Vernon, Sauk, Richland, and Crawford

Tentative headquarters: Reedsburg

##### District 6

District manager: Harold A. Steinke

Mazomanie station and warehouse: Louis Fritz (conservation aid)

Counties: Columbia and Dane

Tentative headquarters: Portage

##### District 7

District manager: Clarence R. Benkert

Counties: Iowa, Grant, Lafayette, and Green

Tentative headquarters: Monroe

##### District 8

District manager: Russell J. Neugebauer

Counties: Rock and Walworth

Tentative headquarters: Janesville

##### Area II

Area supervisor: Harold Shine

##### District 9

District manager: Vacant

Counties: Waukesha, Racine, and Kenosha

Tentative headquarters: Waukesha

##### District 10

District manager: Paul S. Kennedy

Counties: Dodge and Jefferson and the Kettle Moraine Forest Units

Tentative headquarters: Watertown

##### District 11

District manager: Armin Schwengel

Counties: Sheboygan, Washington, and Ozaukee

Tentative headquarters: West Bend



## The Gamekeepers

### Appendix F *(Continued)*

#### Districts 12 and 13

District manager: Earl L. Loyster

Assistant manager: Norbert Damaske

Counties, District 12: Door, Kewaunee, Brown, Calumet, Manitowoc, and Fond du Lac Counties, District 13: Waushara, Winnebago, Marquette, and Green Lake

Tentative headquarters: Chilton

#### District 14

District manager: Benjamin W. Hubbard

Counties: Marathon, Wood and Portage

Tentative headquarters: Wisconsin Rapids

#### District 15

District manager: Vacant

Counties: Marinette, Oconto, Shawano, Waupaca, and Outagamie

Tentative headquarters: Clintonville

#### District 16

District manager: Vacant

Counties: Florence, Forest, Vilas, Iron, Oneida, Lincoln, and Langlade

Tentative headquarters: Rhinelander

### Duties and Responsibilities of District Managers

The 1947 *Clerical Manual* outlined the district manager's general duties as follows:

1. Compilation of an inventory of the public hunting and fishing ground possibilities in their district;
2. Acquisition by lease or purchase of lands suitable for public hunting and fishing grounds, including appraisal work and the taking of options;
3. The management of the lands so acquired in the interests of wildlife and the management of the wildlife assets on all other public lands constituting public hunting grounds;
4. Carrying out the commission's refuge program in their district;
5. Giving assistance in carrying out the deer yard and deer feeding program in all deer counties.

Refuges and Public Hunting Grounds Section personnel not assigned to field stations used home addresses as their work station:

H.T.J. Cramer (supervisor), Middleton; George Bachay, La Crosse; Fred Benson, Babcock; Paul Paap, Babcock; Bernard Bradle, Crandon; Dewey Connor, Portage; Kenneth Derr, Wisconsin Rapids; Donald Jones, Wild Rose; Warren Jones, Wild Rose; Allan McVey, Beaver Dam; Les Neustadter, Camp Douglas; Alvin Roeske, Horicon; Marvin Roeske, Horicon.

Horicon Marsh and the Central Wisconsin Conservation Area will not be affected by the district organization, but the Wood County Public Hunting Grounds will be included in District 14.

Other section staff responsible directly to Mr. Grimmer:

Central Office includes Walter Scott, Norval Barger, and Otis Bersing

Other field staff includes Allen Haukom, forester at Mauston; Fred R. Zimmerman, biologist II at Madison; Joseph P. Corbin, engineer at Horicon; C. L. FitzSimmons, administrative assistant I at Madison; William Field, game and fur farms, Beaver Dam;



George Curran, game manager II at Madison; Clare R. Lindquist, senior clerk at Madison; William Ozburn, game farm manager, Poynette, and Dr. A.M. McDermid, veterinarian pathologist, Poynette.

Horicon Marsh Development Project includes J.R. Smith (in charge), Eric Berggren, Franklin Burrow, Leonard Herker, James McPherson, Harold Mathiak, and William Miescke.

Central Wisconsin Conservation Area project includes James Fisher and William Kling.  
[Authors note: Personnel assigned to research projects noted in Appendix F are not mentioned in the reorganization.]

### **Wildlife Research Personnel** (32 employees in 1949–50)

#### **Madison (Central Office)**

Irven Buss replaced by Cyril Kabat – Section chief

#### **Madison (Nevin Hatchery)**

Donald Thompson – Survey project  
Charles Lemke – Survey project  
Cyril Kabat – First pheasant project  
Frank Kozlik – First pheasant project  
C.D. Besadny – Second pheasant project  
Eugene Woehler – Second Pheasant project  
George Knutsen – Beaver and otter project  
Dan Trainer, Jr. – Wildlife disease project  
James Hale – Publications editor  
Ruth Hine – Publications editor  
Steve Richards – Fox project

#### **Horicon**

Larry Jahn – Waterfowl  
Dick Hunt – Waterfowl  
Al Rusch – Waterfowl  
Harold Hettrick – Waterfowl  
Jerry Hartz – Waterfowl  
Harold Mathiak – Furbearers (transfer from the Horicon Development Project)  
Arlyn Linde – Furbearers  
Wayne Truax – Furbearers

#### **Plainfield**

Fred Hamerstrom – Grouse project  
Francis Hamerstrom – Grouse project

#### **Ladysmith**

Bill Feeney – Deer project (employment terminated 5/11/49)  
Burt Dahlburg – Deer project  
Ralph Guettinger – Deer project  
Bernard Bradle – Deer project (transfer from game management)  
Art Doll – Deer project  
Ralph Hovind – Grouse project  
Jim Hale – Grouse project  
John Keener – Grouse project  
Robert Wendt – Grouse project  
Robert Dorney – Grouse project



**Appendix G:****Harvest Totals for Game Other Than Deer, 1940 & 1950**

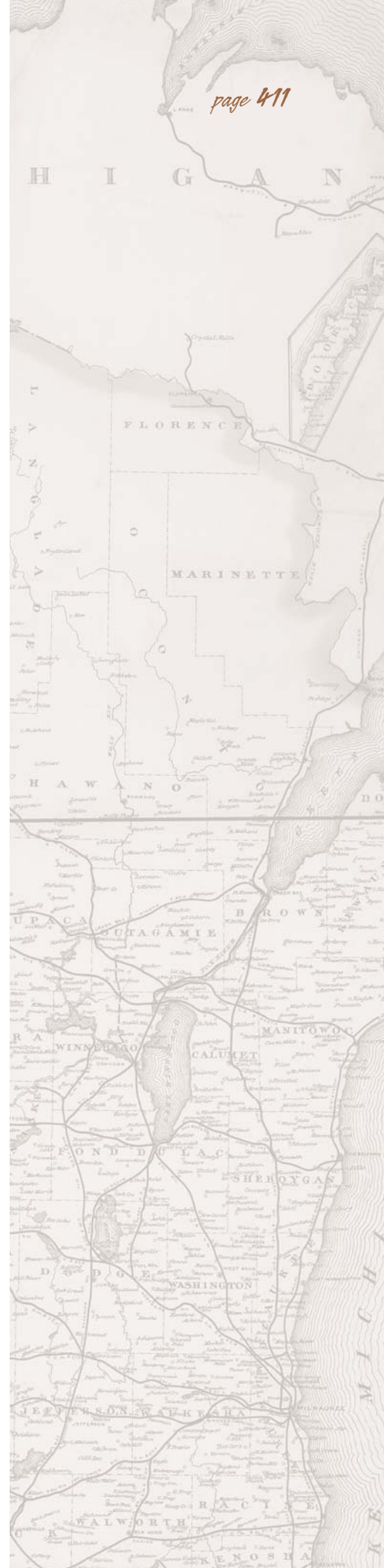
Species	1940 Harvest	1950 Harvest
Cottontail	1,218,137	768,189
Squirrel	1,005,476	1,137,566
Snowshoe hare	93,012	154,428
Pheasant	482,516	414,487
Ruffed grouse	246,804	798,932 (closed 1945–47)
Hungarian partridge	39,082	48,919 (closed 1946)
Woodcock	6,172	22,791
Bobwhite quail	5,058	18,487
Sharptail/prairie chicken	77,872	66,851 (closed 1943–49)
All ducks	704,100	299,800
Canada geese	1,716	No estimate
Coot	171,672	151,983
Muskrats	495,258	296,772
Raccoon	13,685	34,313
Mink	20,818	19,537
Red fox	4,477	17,417
Gray fox	4,540	4,606
Beaver	5,592	13,146
Otter	188	497
Bobcat/lynx	180	525
Coyote/wolf	913	2,877
Badger	2,062	313
Weasel	20,987	13,280
Opossum	4,927	399
Skunk	50,669	3,735





## Appendix H: Grimmer Award Recipients, 1956-2006

1956 .....	Harold E. Shine	1997 .....	Allan Crossley (Mgr.) Gary Dunsmoor (Tech.)
1957 .....	James Bell	1998 .....	Kris Belling (Mgr.) Greg Dahl (Tech.)
1958 .....	Robert F. Wendt	1999 .....	Paul Brandt (Mgr.) Rollie Felton (Tech.)
1959 .....	Stanley J. Plis	2000 .....	Bill Ishmael (Mgr.) Dennis Gengler (Tech.)
1960 .....	Norman Stone	2001 .....	Charles Killian (Mgr.) James Robaidek (Tech.)
1961 .....	Clifford Germain	2002 .....	Mike Foy (Mgr.) Chuck Gatling (Tech.)
1962 .....	Armin Schwengel	2003 .....	Jim Jackley (Mgr.) Tim Mella (Tech.)
1963 .....	Clarence Benkert	2004 .....	Tom Meier (Mgr.) Al Cornell (Tech.)
1964 .....	Leslie L. Neustadter	2005 .....	Mark Randall (Mgr.) Darrel Hardy (Tech.)
1965 .....	Clifford B. Wiita	2006 .....	Tom Izaak (Mgr.) Jerry Reetz (Tech.)
1966 .....	John R. Berkahn		
1967-77 ..	No awards granted		
1978 .....	Tom Hanson		
1979 .....	Bruce Gruthoff		
1980 .....	Lewis Meyer		
1981 .....	Steve Miller (Mgr.) Glen Kloes (Tech.)		
1982 .....	Carl McIlquham (Mgr.) Duane Ketter (Tech.)		
1983 .....	John Porter (Mgr.) John Dunn (Tech.)		
1984 .....	Joe Haug (Mgr.)		
1985 .....	John Bergquist (Mgr.)		
1986 .....	John Olson (Mgr.) Dick Nickoli (Tech.)		
1987 .....	Ron Nicklaus (Mgr.) Bernie Smetana (Tech.)		
1988 .....	Tom Becker (Mgr.) Lyman Lang (Tech.)		
1989 .....	Ron Eckstein (Mgr.) Brian Buenzow (Tech.)		
1990 .....	Mike Gappa (Mgr.) Wayne Besaw (Tech.)		
1991 .....	Pat Kaiser (Mgr.) Roger Anderson (Tech.)		
1992 .....	Dale Katsma (Mgr.) Mike Johnson (Tech.)		
1993 .....	Tom Howard (Mgr.) Merle Ohnsorge (Tech.)		
1994 .....	Dave Evenson (Mgr.) Paul Hainstock (Tech.)		
1995 .....	John Cole (Mgr.) Steve Klock (Tech.)		
1996 .....	Sam Moore (Mgr.) John Nelson (Tech.)		



## Appendix I: 1959 Game Management Division Personnel (80 full-time employees)

### Administration

J.R. Smith – Division superintendent, Madison  
Frank King – Assistant division assistant, Madison  
John M. Keener – Administrative assistant, Madison  
Otis Bersing – Game manager, Madison

### Game Management Section Personnel (63 employees)

#### Federal Aid

Harold Jordahl – Federal aid coordinator, Madison  
Francis Cramer – Administrative assistant, Madison  
William Field – Supervisor, Game and Fur Farms  
Norval Barger – Game manager

#### Game and Fur Farm

William Ozburn – Supervisor, Game and Fur Farm, Poynette  
Frank Esser – Game manager, Poynette  
George Grunke – Game manager, Poynette  
Emery Reardon – Game manager, Poynette  
George Resler, Jr. – Game manager, Poynette  
Anton Rinzel – Game manager, Poynette  
Walter Wild – Game manager, Poynette  
Hubert Wilson – Game manager, Poynette

#### Southern Area

Harry Stroebe – Area supervisor, Madison  
Fred Zimmerman – Area biologist, Madison  
Alan Rusch – Assistant area biologist, Madison  
Therman Deerwester – District game manager, Poynette  
Kenneth Mills – Assistant district game manager, Poynette  
Clarence Benkert – District game manager, Monroe  
Lewis Myers – District game manager, Boscobel  
Earl Loyster – District game manager, Madison  
Raymond Kyro – Assistant district game manager, Janesville  
Paul Kennedy – District game manager, Watertown  
Allan McVey – District game manager, Delafield  
Clifford Germain – District game manager, Waterford

#### West Central Area

Stanley DeBoer – Area supervisor, Black River Falls  
George Hartman – Area biologist, Black River Falls  
Robert Dreis – District game manager, Menomonie  
Donald Holl – District game manager, Black River Falls  
Albert Baldwin – Assistant district game manager, Black River Falls  
Benjamin Hubbard – District game manager, Babcock  
Oswald Matson – Assistant district game manager, Bancroft  
Stanley Plis – Assistant district game manager, Babcock  
Clarence Smith – District game manager, Viroqua



### East Central Area

Wayne Truax – Area supervisor, Oshkosh  
Ralph Hopkins – Area biologist, Oshkosh  
Norbert Damaske – District game manager, Wautoma  
Harold Steinke – District game manager, Oshkosh  
Harold Shine – District game manager, Green Bay  
Leslie Neustadter – District game manager, Plymouth  
James Bell – District game manager, Horicon  
Armin Schwengel – District game manager, Campbellsport

### Northwest Area

Burton Dahlberg – Area supervisor, Spooner  
Art Doll – Area biologist, Spooner  
John Davis – Forest game habitat development leader, Spooner  
Norman Stone – District game manager, Grantsburg  
Lester Tiews – Assistant district game manager, Grantsburg  
George Curran – District game manager, Hayward  
Duane Newman – District game manager, Superior  
Robert Wendt – District game manager, Hayward  
Jerome Rieckhoff – Assistant district game manager, Hayward  
Clifford Wiita – District game manager, Park Falls

### Northeast Area

Ralph Hovind – Area supervisor, Woodruff-Minocqua  
Boris Popov – Area biologist, Woodruff-Minocqua  
Albert Smith – Forest game habitat development leader, Woodruff-Minocqua  
John Berkhahn – District game manager, Woodruff-Minocqua  
Bernard Bradle – District game manager, Crandon  
LeRoy Lintereur – District game manager, Marinette  
Duane Corbin – District game manager, Wausau  
Max Morehouse – District game manager, Antigo

### Wildlife Research Section Personnel (17 employees)

James Hale – Chief of wildlife research, Madison  
Donald R. Thompson – Game and range survey, group leader, Madison  
Charles Lemke – Game and range survey assistant, Madison  
Laurence Jahn – Wetlands game and range research, group leader, Horicon  
Richard Hunt – Wetlands game and range research, project assistant, Horicon  
Harold Mathiak – Wetlands game and range research, fur unit leader, Horicon  
Arlyn Linde – Wetlands game and range research, project assistant, Horicon  
Frederick Wagner – Farm game and range research, group leader, Madison  
Carroll Besadny – Farm game and range research, project assistant, Madison  
John Gates – Farm game and range research, project assistant, Madison  
Eugene Woehler – Farm game and range research, project assistant, Madison  
William Creed – Forest game and range research, deer unit leader, Woodruff  
Robert Dorney – Forest game and range research, ruffed grouse unit leader, Madison  
Frederick Hamerstrom – Forest game and range research, prairie grouse unit, Plainfield  
Francis Hamerstrom – Forest game and range research, project assistant, Plainfield  
George Knutson – Forest game and range research, beaver, otter, bear unit leader, Madison  
Daniel O. Trainer, Jr. – Wildlife pathology research, project leader



## Appendix J:

### 1964 Game Management Division and Research and Planning Division Personnel (73 employees)

#### Game Management Division Personnel (55 employees)

##### Administration

J.R. Smith – Superintendent, Madison  
 Frank King – Assistant superintendent, Madison  
 George Hartman – Game biologist, Madison  
 John Keener – Administrative assistant and federal aid coordinator, Madison  
 Norval Barger – Game manager, Madison  
 Otis Bersing – Game manager, Madison  
 William Field – Land appraiser, Game and Fur Farm licenses  
 F.R. Zimmerman – Land appraiser

##### Game and Fur Farm

Norbert E. Damaske – Supervisor

##### Southern Area

Harry Stroebe, Jr. – Supervisor, Madison  
 Clarence Benkert – Game manager, Monroe District  
 Therman Deerwester – Game manager, Poynette District  
 Kenneth Mills – Assistant game manager, Poynette District  
 Clifford Germain – Game manager, Waterford District  
 Paul Kennedy – Game manager, Watertown District  
 Ronald Nicotera – Assistant game manager, Watertown District  
 Earl Loyster – Game manager, Madison District  
 James Huntoon – Assistant game manager, Madison District  
 Allen McVey – Game manager, Delafield District  
 Lewis Meyers – Game manager, Boscobel District

##### West Central Area

Stanley DeBoer – Supervisor, Black River Falls  
 Robert Dreis – Game manager, Menomonie District  
 Donald Holl – Game manager, Black River Falls District  
 Rolland Nesbit – Assistant game manager, Black River Falls  
 B.W. Hubbard – Game manager, Babcock District  
 Oswald Mattson – Game manager, Sandhill Wildlife Area  
 Raymond Kyro – Game manager, La Crosse District  
 Clarence Smith – Game manager, Meadow Valley Wildlife Area

##### East Central Area

W.C. Truax – Supervisor, Oshkosh  
 James Bell – Game manager, Horicon District  
 Ralph Hopkins – Game manager, Wautoma District  
 Kent Klepinger – Game manager, Princeton Project  
 Leslie Neustadter – Game manager, Plymouth District  
 Rodney Bahr – Asst. Game manager, Plymouth district  
 Jerome Rieckhoff, Game manager, Oshkosh District  
 Armin Schwengel – Game manager, West Bend District  
 Harold Shine – Game manager, Green Bay District  
 Harold Steinke – Game manager, Wolf River Project



**Northwest Area**

Burton Dahlberg – Supervisor, Spooner  
Donald Bublitz – Game manager, Brule District  
Franklin Haberland – Game manager, Spooner District  
Roger Amundson – Assistant game manager, Spooner District  
Norman Stone – Game manager, Grantsburg District  
Clifford Wiita – Game manager, Park Falls District  
Thomas Hansen – Assistant game manager, Park Falls District  
Lester Tiews – Game manager, Ladysmith District  
John Kubisiak – Assistant game manager, Ladysmith District (2/1/65)

**Northeast Area**

Robert Wendt – Supervisor, Woodruff  
John Berkhahn – Game manager, Mead Wildlife Area  
Chester Botwinski – Assistant game manager, Mead  
Bernard Bradle – Game manager, Crandon District  
Duane Corbin – Game manager, Wausau District  
LeRoy Linteur – Game manager, Marinette District  
Max Morehouse – Game manager, Antigo District  
Daniel Tyler – Game manager, Woodruff District

**Research and Planning Division Personnel** (18 employees)**Administration**

Donald Mackie – Superintendent, Madison  
Cyril Kabat – Assistant superintendent, Madison

**Southern Area (Nevin Hatchery)**

James Hale – Chief game biologist  
Donald R. Thompson – Biometrician, surveys  
Allan Rusch – Biologist  
C.D. Besadny – Upland game biologist  
Edward Frank – Farm game habitat biologist  
Eugene Woehler – Farm game biologist

James March, Charles Pils, LeRoy Petersen, and Robert Dumke were added to the Southern Area later in the decade.

**West Central Area**

William Creed – Deer biologist  
Keith McCaffery – Deer biologist  
Thomas Zapatka – Ruffed grouse biologist

**East Central Area**

John Gates – Pheasant biologist  
Gary Ostrom – Pheasant biologist  
Richard Hunt – Waterfowl biologist  
Gerald Martz – Waterfowl biologist  
Arlyn Linde – Wetland habitat biologist  
Harold Mathiak – Furbearer biologist  
Fred Hamerstrom – Prairie grouse biologist



## Appendix K: Commissioner Arthur R. MacArthur's Letter to Complainants

The first agency in Wisconsin which recognized that the increasing deer herd was doing drastic damage to its own range and also forest regeneration, was the U.S. Forest Service in the nineteen thirties. A short time later, a state forest supervisor, after an inspection trip in the Argonne district of the Nicolet National Forest, pointed out that it soon would be necessary to determine the number of deer which could be sustained safely on Wisconsin forest lands. It was during this period that widespread damage to the deer range, agricultural crops, and our new young forests became a matter of public concern.

Organized study of the problem began in Wisconsin in 1940. The conclusions reached at the time were the same as those which guide our thinking today. This can be summarized most simply by saying that unless properly harvested, deer numbers will reach such proportions that, literally, they "eat themselves out of house and home." Seasons more liberal than the standard buck season were required if deer range was to remain capable of continuously supporting a reasonable herd during the winter.

Early proposals for liberal seasons met with public resistance. During a 12-year period, in excess of one-half million dollars was spent in a vain attempt to feed our winter deer herd with hay—neither the deer nor the range benefited. During the same period, \$298,000 was spent for crop damage.

We had the first liberal deer season in 1943 when a split season was established. An estimated 128,000 deer were harvested. At that time, the public reaction was somewhat similar to that which we are experiencing in 1960. Some people believed the herd had been wiped out and never would recover. Others were of the opinion that a five-year closed season would be necessary to restore it; however, herd recovery was so spectacular that estimated buck kills from 1944 to 1948 were as follows:

1944 – 28,537  
1945 – 37,527  
1946 – 55,276  
1947 – 53,520  
1948 – 41,954

In the period from 1949–51, liberal seasons were established again, and the estimated harvests were:

1949 – 159,112  
1950 – 167,911  
1951 – 129,475

In this three-year period, in excess of 450,000 deer were utilized by Wisconsin hunters. Deer range in the central area recovered markedly, and some improvement occurred in the north. Buck seasons from 1952–56 harvested the following numbers of deer:

1952 – 27,504 estimated  
1953 – 15,880 registered  
1954 – 19,877 registered  
1955 – 35,060 registered  
1956 – 35,562 registered

The liberal seasons of 1949–51 demonstrated one clear fact with a state-wide season—easily accessible areas produced a heavy harvest, while in portions of the major northern range, harvest was less than adequate. In 1956, the Conservation Commission formally adopted a new deer policy which stressed these two major points:



1. Deer seasons should be established for designated areas rather than for the state as a whole.
2. Deer range improvement programs should be established as an integral part of the over-all management plan.

The Wisconsin Legislature recognized the problem in 1957 and authorized the party permit as a new deer management tool. This permit has been used successfully for a four-year period. Its popularity among deer hunters is attested to by the fact that some 240,000 of the 1959 hunters availed themselves of this privilege. In conjunction with the regular buck season, it has been responsible for a harvest of 328,000 deer.

The Commission has attempted consistently to establish seasons which attract hunters to those areas of the state where herd reduction was needed most. Similarly, seasons in the west and east-central portions have been restricted as proper stabilization of the herd has been attained. In 1959, Vilas County was restricted to buck hunting only because of the consistently high harvest in that area. It certainly can be expected that additional areas in the state will be restricted to a buck harvest when we believe the herd is reduced to the point where the range is not in danger of immediate damage.

In comparing the four preceding party-permit seasons with the three years of more liberal seasons from 1949–51, we can say that we are in much better condition than we were in 1951. We now have:

1. Northwest – herd of good numbers, stabilized in some areas
2. Northeast – a stabilized herd except for a few areas
3. West-central – a sizable herd
4. East-central – a stabilized, but rapidly increasing herd
5. Mississippi River – a good-sized, highly productive herd
6. South – stabilized in most areas

Almost every major deer state has had experience with the deer problem similar to Wisconsin's. Different approaches are used to increase the harvest. Minnesota has had open any-deer seasons for many years. Michigan has a controlled hunt on a permit basis. New York copied the Wisconsin party permit plan, and we are waiting to hear the results under their first such season in 1960.

If you are interested in studying the subject further, we recommend *The White-tailed Deer in Wisconsin*, which can be obtained at your local library. We would be pleased also to make arrangements for you to accompany department personnel on their inspection of winter yarding areas in the north when severe winter conditions develop.



**Appendix L:****1969–1984 Game/Wildlife Management Personnel****1969 Game Management Bureau Personnel** (8–10 employees)

John Keener, Director  
 Frank King, Deputy director  
 Frank Haberland, Big game specialist (aka supervisor)  
 Edward Frank, Farm game specialist  
 William Field, Land appraiser, supervisor of private game and fur farms  
 Norbert Damaske, Poynette Game Farm  
 Norval Barger, General administration  
 Kent Klepinger, Operations (land acquisition and regulations)

**Staff Changes through 1976**

Game managers Cliff Wiita and Robert Wendt served brief stints on staff but returned to the field. Fred Zimmerman worked under Bill Field as a land appraiser but transferred to the Bureau of Real Estate in 1971 and then retired in 1976. Field transferred to the Bureau of Real Estate in the early 1970s and retired in 1974 (Field continued to work as an LTE in the Bureau of Real Estate from September 1974 to January 1976).

Game manager Les Neustadter joined the bureau staff as the land acquisition and regulations chief when Kent Klepinger became assistant administrator for the Division of Forestry, Wildlife, and Recreation in 1972. Neustadter returned to the field about six months later and was replaced by Dan Owen, the former Columbia County game manager. Barger retired in December 1973.

All these events occurred from 1973 through 1975: The Game Management Bureau title changed to Fish and Wildlife Management Bureau. John Keener left the bureau to direct the Office of Inland Lakes, and John Brasch became acting Fish and Game Bureau director. Kent Klepinger returned and became acting Wildlife Section chief, Frank King retired, and Southeast District game manager, Ronald Nicotera, was added to the staff in August 1974 under the new title of waterfowl and nongame specialist. Dan Owen ended his own life in 1975 (the vacated staff position was temporarily filled by new trainee Tom Niebauer for a few months). Keener returned late in 1975 and competed for the director position after Brasch returned to the district.

**Staff Changes through 1983**

The bureau was restored to a single function in 1976, and Keener became director again. Big game supervisor, George Hartman, transferred to the Bureau of Finance in 1976 to become the federal aid coordinator and retired in 1977. Madison Area game manager David Gjestson filled Dan Owen's former position as acquisition and regulations specialist in July 1976. Niebauer became the wildlife manager at Spring Green that year but returned to Madison as Pittman-Robertson coordinator when George Hartman retired in 1977.

Other staff additions during Keener's tenure included the 1977 hiring of Diana Hallett, the state's first female wildlife manager. Ed Frank worked in the Bureau of Planning and Analysis in 1977 but remained on the Wildlife Management Bureau staff.

Other new staff included Harry Libby (from Hayward area game manager to program analyst, August 1978), Lynn Hanson (new trainee, August, 1978), John Wetzel (from Southeast District wildlife supervisor to wetlands wildlife specialist, January 1979),

Charles Pils (from research biologist to furbearer specialist, September 1980), Terry Amundson (new hire as fish and wildlife disease specialist, May 1981), and Doris Rusch (new hire as comprehensive planner, September 1982).

Nicotera was promoted to assistant division administrator in 1978 and became Endangered Resources Bureau director in 1983. Kent Klepinger took a lateral promotion to Bureau of Research director in 1981. Ed Frank resumed his full-time duties as upland wildlife specialist in 1983.

### 1984 Wildlife Field Personnel (56 employees)

John Keener and Kent Klepinger hired 30 wildlife managers in the 1970s, ironically the same number of game managers hired in 1946–47 when the title and field organization were first created. All but one of the 1970s group had a master's degree, creating a new generation of highly educated professionals.

Personnel entering the field during and after the 1970s typically competed against 100 or more applicants with multiple openings attracting over 300 applications. Those hired during the 1970s included Carl Batha, Tom Becker, Paul Brandt, Jon Bergquist, Tom Meier, Bill Meier, Pat Kaiser, Bruce Folley, Ned Norton, Tom Nigus, Tom Smith, Mark Anderson, Diana Hallett, Dale Katsma, Tom Bahti, Jim Kier, David Evenson, Tom Howard, Terry Valen, Paul Kooiker, Ron Nicklaus, Bill Ritchie, John Cole, Joe Haug, Phil Vandershagen, Ron Eckstein, Sam Moore, John Olson, Steve Miller, Pat Savage, and Fred Strand.

### Southern District

Carl Batha – District wildlife staff specialist, Madison  
Lewis Myers – Area manager, Dodgeville (retired in February 1984)  
Thomas Hansen – Work unit manager, Berlin  
Paul Brandt – Manager, Boscobel  
C. Glen Eveland – Area manager, Horicon  
Tom Nigus – Manager, Horicon  
Jon Bergquist – Area manager, Madison  
Thomas Hauge – Manager, Spring Green  
Pat Kaiser – Manager, Poynette  
Bruce Folley – Manager, Newville  
Douglas Fendry – Manager, Jefferson  
Lynn Hanson – Game Farm supervisor

### Southeast District

Tom Smith – District wildlife staff specialist, Milwaukee  
Armin Schwengel – Manager, West Bend  
Thomas Becker – Manager, Burlington  
Mark Anderson – Manager, Eagle  
Dale Katsma – Manager, Plymouth  
Tom Howard – Manager, Hartford (to Dodgeville later in 1984)

### Lake Michigan District

James Raber – District wildlife staff specialist, Green Bay  
Roger Amundson – Manager, Marinette  
Daniel Olson – Area manager, Green Bay  
Gary Jolin – Area manager, Oshkosh  
Richard Johnson – Manager, Two Rivers  
Thomas Bahti – Manager, Shawano  
Adrian Wydeven – Manager, Appleton  
John Dunn – Manager, Oshkosh





## Appendix L (Continued)

### West Central District

Terry Valen – District wildlife staff specialist, Eau Claire  
 Raymond Kyro – Area manager, La Crosse  
 Rodney Bahr – Area manager, Eau Claire  
 Rolland Nesbit – Manager, Eau Claire  
 Eugene Kohlmeier – Area manager, Black River Falls  
 Ronald Nicklaus – Mississippi River biologist, La Crosse  
 Cindy Swanberg – Manager, Baldwin  
 David Linderud – Manager, Alma  
 John Cole – Manager, Menomonie  
 Michael Gappa – Manager, Neillsville

### Northwest District

Bruce Moss – District wildlife staff specialist, Spooner  
 Clifford Wiita – Area manager, Park Falls  
 Donald Bubnitz – Area manager, Brule  
 John Porter – Manager, Barron  
 Frank Vanecek – Manager, Ladysmith  
 Sam Moore – Manager, Hayward  
 John Olson – Manager, Mercer  
 Patrick Savage – Manager, Spooner  
 Fred Strand – Manager, Brule  
 David Evenson – Area manager, Cumberland  
 James Hoefer – Interpretive wildlife manager, Crex Meadows  
 Paul Kooiker – Manager, Grantsburg

### North Central District

Arlyn Loomans – District wildlife staff specialist, Rhinelander  
 Thomas Meier – Project manager, Mead  
 Chester Botwinski – Area manager, Woodruff  
 Carl McIlquham – Area manager, Antigo  
 Joseph Haug – Area manager, Wisconsin Rapids  
 William Meier – Manager, Merrill  
 Ronald Eckstein – Manager, Rhinelander  
 Ned Norton – Superintendent, Sandhill Project

### 1984 Wildlife Research Personnel (19 employees)

Robert Dumke – Wildlife Section leader  
 Bill Creed – Forest wildlife group leader  
 Keith McCaffery – Deer  
 Bruce Kohn – Bear  
 Larry Gregg – Woodcock  
 John Kubisiak – Ruffed grouse  
 Jim Ashbrenner – Technician  
 LeRoy Petersen – Farmland wildlife group leader  
 Rich Henderson – Biologist  
 Rich Kahl – Biologist  
 Ron Gatti – Biologist  
 Bill Vander Zouwen – Biologist  
 Jim Evrard – Biologist  
 Bruce Bacon – Biologist  
 Dick Hunt – Wetland wildlife group leader  
 Bill Woehler – Biologist  
 Gerald Bartelt – Biologist  
 Larry Vine – Biologist  
 Madell Jackson – Biologist

## Appendix M: Wildlife Management Policy

### NR 1.015 The management of wildlife; preamble.

(1) The conservation act (s. 23.09(1), Stats.) requires the department of natural resources to provide an adequate and flexible program for the protection, development, and use of forests, fish and game, lakes, streams, plant life, flowers, and other outdoor resources in the state. Specific authorities and missions of the department for wildlife protection and use besides the general authority are:

- (a) Protect and manage nongame species, particularly endangered, threatened, and uncommon species;
- (b) Acquire and lease lands;
- (c) Conduct research and surveys;
- (d) Establish long-range resource management plans and priorities;
- (e) Manage wildlife habitat on public land;
- (f) Provide regulations to govern the harvest of game species and furbearing animals;
- (g) Establish resource management information and education programs; and
- (h) Propagate wildlife.

(2) The primary goal of wildlife management is to provide healthy life-systems necessary to sustain Wisconsin's wildlife populations for their biological, recreational, cultural, and economic values. Wildlife management is the application of knowledge in the protection, enhancement, and regulation of wildlife resources for their contribution toward maintaining the integrity of the environment and for the human benefits they provide.

[Author's note: Other text describes Board goals, scope, and direction.]

### NR 1.11 General. The natural resources board:

- (1) Endorses the concepts and principles of professional wildlife management....
- (2) Recognizes that effective policy implementation requires the input and support of an informed public...
- (3) Recognizes the need to strengthen the educational efforts of the department....
- (4) Endorses the concepts of comprehensive wildlife planning....
- (5) Recognizes that regulation of certain human activities is an integral and necessary part....
- (6) Endorses the development and adoption of stronger regulatory measures....
- (7) Supports the maintenance of ecological diversity and health and will do everything in its power to protect and maintain free-living species of wildlife....
- (8) Supports the management of game species and habitat....
- (9) Supports the regulated use of wildlife for human benefits....
- (10) Supports efforts to foster and promote the voluntary conservation of wildlife habitat on private lands....
- (11) Recognizes that private use of Wisconsin's protected wildlife is appropriate provided that use for educational, recreational, scientific, or economic purposes does not deleteriously affect native or migratory wildlife....
- (12) Strongly encourages the use of well-trained hunting dogs in the pursuit and retrieval of game....

[Author's note: The balance of the policy addresses habitat management and harvest for migratory game birds, small game mammals, upland game birds, big game mammals, and furbearers as well as special nongame and captive wildlife policies.]



## Appendix N: 1984–1992 Wildlife Management Personnel

(Staff changes and new Wildlife Research personnel also shown)

### 1984 Wildlife Management Bureau Personnel (10 employees)

When Steve Miller became bureau director in 1984, the bureau staff included:

Frank Haberland – Forest Wildlife Section  
Edward Frank – Farmlands Wildlife Section  
David Gjestson – Operations Section  
Harry Libby – Program Analyst Section  
John Wetzel – Migratory bird specialist  
Terry Amundson – Wildlife health specialist  
Doris Rusch – Comprehensive planner  
Tom Hauge – Animal Damage specialist  
Maggie Gafney – Program secretary

### Staff Changes

The first significant staff change occurred in May 1984 when fish and wildlife funds were combined to hire Susan Marcquenski as a fish disease technician and a staff assistant to Dr. Amundson. Dr. Terry Amundson was killed in an automobile accident in western Dane County in 1987, and his position was vacant until 1988 when Dr. Sarah Shipiro Hurley was hired.

Mississippi River biologist Ron Nicklaus resigned and took a position with Ducks Unlimited in September 1987. John Wetzel transferred to La Crosse to replace Nicklaus. Attorney Tim Andryk joined the staff in 1986 as an LTE and served as the acting migratory bird specialist from September 1987 to June 1988. Jon Bergquist became the migratory bird specialist in July 1988.

After a short stint as division planner from July to December 1988, Tim Andryk became the comprehensive planner (budget and personnel) for the bureau from January 1989 to January 1993.

A new agricultural and rural lands specialist position was created in 1988 and was filled by Todd Peterson. Dr. Mary Kay Judd (later Salwey) was also hired in 1988 as the new statewide wildlife education coordinator. Comprehensive planner Doris Rusch transferred to the Southern District as Madison area wildlife manager in 1989.

In addition to Ron Nicklaus, several other wildlife managers were attracted to the Ducks Unlimited organization: Bill Ritchie, Bruce Gruthoff, Dan Olson, and John Porter. Bob Dries joined the Ruffed Grouse Society staff at the end of his career.

The staff was reorganized under a section leader arrangement in 1989 with Tom Hauge promoted to lead Public Services, Chuck Pils promoted to lead Upland Wildlife Ecology, and Harry Libby promoted to lead User Programs. Dave Gjestson transferred to become the project coordinator for the newly established Lower Wisconsin State Riverway that same year.

Frank Haberland retired in 1989, and the position remained vacant for the balance of the year. Laine Stowell was hired in June 1990 as the wildlife damage specialist. Ed Frank retired in 1991 and was replaced by Bill Vander Zouwen.





**1988 Wildlife Management Field Personnel** (58 employees)**Southern District**

Carl Batha – District staff specialist, Madison  
C. Glen Eveland – Area wildlife manager, Horicon  
Tom Nigus – Wildlife manager, Horicon  
Tom Hansen – Work unit manager, Berlin  
Pat Kaiser – Wildlife manager, Poynette  
Alan Crossley – Dodge County Private Lands Project, Horicon  
Lynn Hanson – Game Farm supervisor, Poynette  
Don Bates – Game Farm Operations supervisor, Poynette  
Jon Bergquist – Area wildlife manager, Madison  
Bruce Folley – Wildlife manager, Newville  
Doug Fendry – Wildlife manager, Jefferson  
Tom Howard – Area wildlife manager, Dodgeville  
Genny Fannucchi – Wildlife manager, Spring Green  
Paul Brandt – Wildlife manager, Boscobel

**Southeast District**

Tom Smith – District staff specialist, Milwaukee  
Tom Becker – Wildlife manager, Burlington  
Mark Anderson – Wildlife manager, Eagle  
Dale Katsma – Wildlife manager, Plymouth  
Bill Ishmael – Wildlife manager, Pike Lake

**Lake Michigan District**

James Raber – District staff specialist, Green Bay  
Tom Bahti – Area wildlife manager, Green Bay  
Michael Foy – Private lands manager, Green Bay  
Gary Jolin – Area wildlife manager, Oshkosh  
John Dunn – Wildlife manager, Oshkosh  
Kris Belling – Wildlife manager, Appleton  
Roger Amundson – Area wildlife manager, Marinette  
Adrian Wydeven – Wildlife manager, Shawano  
Tim Grunewald – Wildlife manager, Point Beach

**West Central District**

Terry Valen – District staff specialist, Eau Claire  
Rodney Bahr – Area wildlife manager, Eau Claire  
Rolland Nesbit – Wildlife manager, Eau Claire  
Raymond Kyro – Area wildlife manager, La Crosse  
John Wetzel – Mississippi River biologist, La Crosse  
Cindy Swanberg – Wildlife manager, Baldwin  
John Cole – Wildlife manager, Menomonie  
Eugene Kohlmeyer – Area wildlife manager, Black River Falls  
David Linderud – Wildlife manager, Alma  
Michael Gappa – Wildlife manager, Neillsville

**North Central District**

Arlyn Loomans – District staff specialist, Rhinelander  
Chester Botwinski – Area wildlife manager, Woodruff  
Ronald Eikstein – Wildlife manager, Rhinelander  
Carl McIlquham – Area wildlife manager, Antigo  
William Meier – Wildlife manager, Merrill  
Thomas Meier – Wildlife manager, Mead Wildlife Area



## The Gamekeepers

### Appendix N *(Continued)*

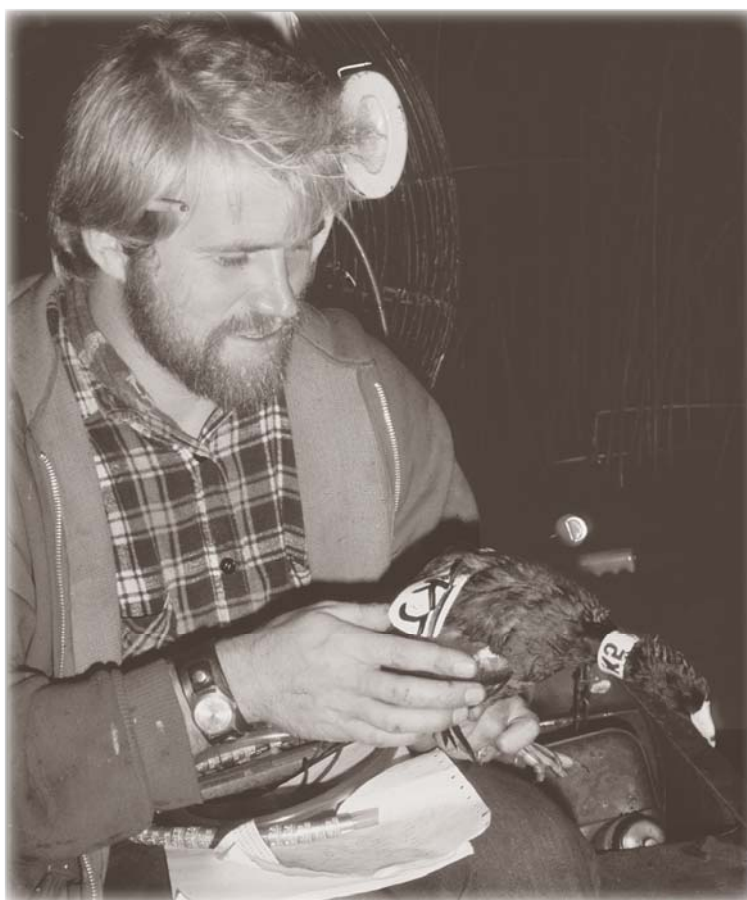
Joseph Haug – Area wildlife manager, Wisconsin Rapids  
Ned Norton – Superintendent, Sandhill Project  
James Kier – Wildlife manager, Friendship

#### Northwest District

Bruce Moss – District staff specialist, Spooner  
Patrick Savage – Wildlife manager, Spooner  
Clifford Wiita – Area wildlife manager, Park Falls  
Sam Moore – Wildlife manager, Park Falls  
Donald Bubnitz – Area wildlife manager, Brule  
Fred Strand – Wildlife manager, Brule  
John Olson – Wildlife manager, Mercer  
David Evenson – Area wildlife manager, Cumberland  
John Porter – Wildlife manager, Barron  
Paul Kooiker – Wildlife manager, Grantsburg  
James Hoeffer – Interpretive wildlife manager, Crex Meadows Wildlife Area

#### New Wildlife Research Personnel (added after 1984)

Mike Mossman, Brian Dhuey, Robert Rolley, Susan Gilchrist, Dave Sample, David Milladenoff, Karl Marten, Tim Van Deelen, Amber Roth, Mike Meyer, John Hoff, Neal Paisley



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## Appendix O: 2005 Wildlife Management Personnel

(2006 additions identified where possible)

### Wildlife Management Bureau Personnel

(24 permanent staff and 10 LTEs)

#### Director's Office Section

Tom Hauge – Director  
Jane Riley – Budget assistant  
JoAnne Farnsworth – Administrative policy coordinator  
Tim Weiss – Information systems data coordinator  
Matt Verdon – CWD Integrated Team coordinator  
Erin Williams – CWD Integrated Team support technician  
Tia Kropf – Web manager/GIS coordinator (LTE)  
Kurt Thiede – Regulations policy and outreach coordinator  
Bob Ramsey – Program assistant (LTE)

#### Public Service and User Program Section

Todd Peterson – Section chief

##### Wildlife Health Program

Julia Langenberg – Wildlife veterinarian (senior)  
Simon Hollamby – Wildlife veterinarian (senior)  
Sean Strom – Wildlife toxicologist  
Becca Sanghvi – Wildlife health technician (LTE)  
Tricia Fry – CWD assistant (Black Earth)  
Nancy Businga – Wildlife health assistant (LTE-Monona Research)

##### Wildlife Damage Program

Vacant – Wildlife damage specialist  
Laurie Fike – Wildlife damage assistant

##### Urban Wildlife Program

Ricky Lien – Urban wildlife biologist (Plymouth)

#### Wildlife and Landscape Ecology Section

Bill Vander Zouwen – Section chief

##### Migratory Game Program (ducks and geese)

Kent Van Horn – Migratory game bird specialist  
Allison Oberc – Migratory game bird assistant (LTE)

##### Wetland Habitat Program

Tim Grunewald – Wetland habitat coordinator  
Michele Cipiti – Wetland habitat assistant (LTE)

##### Big Game Program (Deer, Bear, Elk)

Keith Warnke – Deer and bear ecologist  
Brad Koele – Deer and bear ecologist assistant (LTE)  
Kari Lee-Zimmerman – Deer and elk ecologist assistant (LTE)

##### Furbearer Program

John Olson – Furbearer specialist (Ashland)  
Jolene Kuehn – Furbearer ecologist assistant (LTE)

##### Wildlife Education Program

Mary Kay Salwey – Wildlife education specialist (Alma)





## *The Gamekeepers*

### **Appendix O** *(Continued)*

#### **Upland Wildlife Section (turkey, grouse, doves, pheasants, and misc.)**

Dr. Scott Hull – Upland wildlife/outdoor heritage specialist (assigned 2006)  
Andrea Mezera – Upland wildlife ecologist assistant (LTE)

#### **Wisconsin Bird Conservation Program**

Andy Paulios – WBCI coordinator  
Yoyi Steele – WBCI specialist

#### **Wildlife Management Field Personnel**

(77 biologists and 57 technicians)

##### **South Central Region**

Carl Batha – Regional wildlife supervisor  
Allan Crossley – Wildlife biologist (CWD statewide coordinator)  
Mike Foy – Wildlife biologist  
Maureen Rowe – Wildlife biologist  
Heidi Hayes – Wildlife technician  
Bruce Folley – Wildlife biologist  
Brian Buenzow – Wildlife technician  
Bill Ishmael – Wildlife biologist (Western Area supervisor)  
Allen Cornell – Wildlife technician  
Fletcher Flansburgh – Wildlife technician  
Bryan Woodbury – Wildlife biologist (assigned 2006)  
Pat Kaiser – Wildlife biologist  
Charles Killian – Wildlife biologist  
Doug Fendry – Wildlife biologist (Eastern Area supervisor)  
William Volkert – Natural resources educator  
Lynn Hanson – Wildlife biologist (private lands)  
Deb Weidert – Wildlife technician  
Dan Weidert – Wildlife technician  
Al Ramminger – Wildlife technician  
Don Bates – Wildlife biologist (CWD Operations)  
Sara Kehrli – Wildlife biologist (CWD Operations)  
Nancy Frost – Wildlife biologist (CWD Operations)  
Bob Nack – Game Farm supervisor (assigned 2006)  
Anna Delany – Wildlife technician (Game Farm)  
Tom Gilles – Wildlife technician (Game Farm)  
Mark Frank – Wildlife technician (Game Farm)  
Airling Gunderson – Wildlife technician (Game Farm)  
Phil Lehman – Wildlife technician (Game Farm)  
Jim Wipperforth – Wildlife technician (Game Farm)  
Rebecca Rudolph – Wildlife biologist (assigned 2006)  
Brenda Hill – Wildlife biologist (also NER Habitat Restoration Area)  
Eric Lobner – Wildlife biologist (also NER Habitat Restoration Area)

##### **Southeastern Region**

Vacant – Regional wildlife supervisor  
Tami Ryan – Wildlife biologist (area wildlife supervisor/CWD)  
Missy Sparrow-Lien – Wildlife biologist  
Tom Isaac – Wildlife biologist  
Edward Eilert – Wildlife technician  
Dale Katsma – Wildlife biologist  
Steve Klock – Wildlife technician  
Angela Rusch – Wildlife technician  
Brian Glenzinski – Wildlife biologist

### **Southeastern Region** *(Continued)*

Marty Johnson – Wildlife biologist  
Craig Kopacek – Wildlife technician  
Paul Hainstock – Wildlife technician  
Tanya Meives – Wildlife technician (LTE)  
Chuck Gatling – Wildlife technician

### **West Central Region**

Bob Michelson – Regional wildlife supervisor  
Tim Babros – Area wildlife supervisor  
John Dunn – Wildlife biologist  
Michele Windsor – Wildlife biologist  
Scott Krultz – Wildlife technician (assigned 2006)  
Kris Belling – Wildlife biologist (supervisor)  
Harvey Halvorsen – Wildlife biologist  
Michael Soergel – Wildlife technician  
Chad Morgan – Wildlife biologist  
Kris Johansen – Wildlife technician (wildlife biologist in 2006)  
Mark Anderson – Wildlife biologist  
John Nelson – Wildlife technician  
Dave Matheys – Wildlife biologist  
David Wyman – Wildlife technician  
Tom Meier – Wildlife Biologist (supervisor)  
Anthony Geiger – Wildlife technician  
Brian Peters – Wildlife technician  
Tom Meier – Wildlife biologist  
Rick Weide – Wildlife biologist  
Jon Robaidek – Wildlife technician  
James Keir – Wildlife biologist  
Greg Dahl – Wildlife biologist (supervisor)  
Kenyon Rosenthal – Wildlife technician  
Gary Wolf – Wildlife technician  
Wayne Hall, Jr. – Wildlife biologist  
Brian Markowski – Wildlife technician  
R. Neil Paisley – Wildlife biologist (Sandhill team leader)  
Richard Greene – Wildlife technician  
Dick Thiel – Wildlife biologist (outdoor skills coordinator)  
Carrie Milestone – Wildlife technician  
Ron Lichtie – Wildlife biologist  
Darrel Hardy – Wildlife technician

### **Northeastern Region**

Tom Bahti – Regional wildlife supervisor  
Aaron Buchholz – Wildlife biologist  
Dick Nikolai – Wildlife biologist  
John Huff – Wildlife biologist  
Kay Brockman-Medera – Wildlife biologist  
James Robaidek – Wildlife technician  
Jim Holzwarth – Wildlife biologist  
Jerry Reetz – Wildlife technician  
Steve Hoffman – Wildlife biologist  
Aaron McCullough – Wildlife technician  
Tom Nigus – Wildlife biologist (Fox-River Area supervisor)  
Paul Samerdyke – Wildlife biologist  
Jim Tomasko – Wildlife technician (Facilities and Lands Bureau)  
Karl Kramer – Wildlife technician (Facilities and Lands Bureau)  
Mark Randall – Wildlife biologist



## The Gamekeepers

### Appendix O *(Continued)*

Tim Lizotte – Wildlife biologist (also SCR Habitat Restoration Area)  
 Jeff Pritzl – Wildlife biologist  
 Kyle Christenson – Wildlife technician (assigned 2006)  
 Tim Mella – Wildlife technician  
 Ellen Barth – Wildlife biologist (Lakeshore Area supervisor)  
 Steve Easterly – Wildlife technician (assigned 2006)  
 Jeff Lang – Wildlife technician  
 Josh Jacl – Wildlife technician (assigned 2006)

#### Northern Region

Mike Zeckmeister – Regional wildlife supervisor  
 Paul Kooiker – Wildlife biologist (supervisor)  
 Gary Dunsmoor – Wildlife technician  
 Ron Eckstein – Wildlife biologist  
 Patrick Coffen – Wildlife technician  
 Eric Borchert – Wildlife technician  
 Fred Strand – Wildlife biologist (supervisor)  
 Michael Winski – Wildlife technician  
 Richard Wissink – Wildlife biologist  
 Patrick Rominski – Wildlife technician  
 James Hoefler – Wildlife biologist (educator)  
 Mary Griesbach – Wildlife technician  
 Greg Kessler – Wildlife biologist  
 Bruce Bacon – Wildlife biologist  
 Pat Beringer – Wildlife biologist  
 Laine Stowell – Elk biologist  
 Lowell Tesky – Wildlife technician  
 Adrian Wydeven – Mammalian ecologist  
 Christian Cold – Wildlife technician  
 Linda Winn – Wildlife biologist  
 Todd Naas – Wildlife Biologist  
 Nancy Christel – Wildlife biologist  
 Peter Engman – Wildlife biologist (wildlife properties supervisor)  
 Eric Mark – Wildlife biologist (NAWCA project biologist in 2006)  
 Kevin Morgan – Wildlife biologist  
 Randy McDonough – Wildlife technician  
 Chuck McCullough – Wildlife biologist (supervisor)  
 Mark Schmidt – Wildlife biologist  
 Dave Lindsley – Wildlife technician  
 Ken Rued – Wildlife technician  
 Robert Hanson – Wildlife technician (assigned 2006)  
 Paul Petersen – Wildlife technician (assigned 2006)  
 Michelle Carlisle – Wildlife biologist (assigned 2006)  
 Ken Jonas – Area wildlife supervisor  
 Jeremy Holtz – Florence Natural Resources Center (assigned 2006)  
 Kyle Anderson – Wildlife technician (assigned 2006)

#### Wildlife Research Personnel

Listings by the agency only identify the entire Sciences Services Bureau personnel. Titles used preclude isolating individuals with wildlife research responsibilities.



## Appendix P:

### A Chronology of Wisconsin Deer Hunting

*(Author's Note: The following chronology of deer hunting in Wisconsin was written by Wisconsin wildlife biologist Bruce Bacon and released locally through the DNR South Central Region public affairs office.)*

Wisconsin has a long and storied tradition of regulated gun-deer hunting, going back to 1851. There have been many changes over the years, but none more dramatic as those experienced by hunters during the 1990s and early 21st century.

- 1834** Lafayette County, first reported crop damage by deer.
- 1851** First closed season for deer, Feb. 1 through June 30; Native American Indians permitted to hunt anytime.
- 1876** Hunting with dogs prohibited statewide.
- 1887** Two game wardens appointed by governor at a monthly salary of \$50; night hunting prohibited statewide.
- 1888** Game laws published in pamphlet form.
- 1890** First chief warden appointed.
- 1892** Lawful to kill any dog running or hunting deer.
- 1895** Sheboygan was the first county closed to deer hunting; deer cannot be transported unless accompanied by hunter; last October deer season in state.
- 1897** First bag limit for deer, two per season; resident license costs \$1, nonresident license costs \$30; estimated license sales total 12,000.
- 1900** Twelve hunters killed by firearms.
- 1903** Estimated 78,164 licenses sold.
- 1905** Salt licks prohibited.
- 1909** Season 20 days long, limit one deer; first civil service exam given on a competitive basis for prospective wardens.
- 1910** Deer populations drop to record low numbers due to unregulated hunting and market shooting.
- 1914** Twenty-four hunters killed, 26 injured; license sales at 155,000
- 1915** First buck-only season.
- 1917** Shining deer illegal while possessing a firearm; Conservation Commission delegated some powers related to deer season, but Legislature retains authority to set seasons; deer tags (paper) required for the first time... they cost 10 cents.
- 1919** Estimated kill is 25,152.
- 1920** First use of metal deer tags... they cost 10 cents.
- 1921** Wardens are instructed that "all deer found in possession...with horns less than three inches in length, is a fawn and should be confiscated."
- 1924** Estimated kill is 7,000.
- 1925** Legislature passes law closing deer season in alternate years.
- 1927** No open season.
- 1928** Deer hunters required to wear official conservation button while hunting; Game Division formed within Conservation Department; estimated kill is 17,000 with 69,049 deer tags sold.
- 1929** No open season.



## The Gamekeepers

### Appendix P *(Continued)*

- 1930** Estimated kill is 23,000, with 70,284 deer tags sold.
- 1931** No open season.
- 1932** Deer tag price is raised to \$1; estimated kill is 36,009, with 70,245 deer tags sold.
- 1933** No open season; Conservation Congress, an advisory group representing public opinion registered at annual county hearings, begins to assist the Conservation Commission in establishing a deer management policy.
- 1934** First bow deer season; estimated gun kill is 21,251, with 83,939 deer tags sold.
- 1935** No open season.
- 1937** Shortest deer season on record, three days.
- 1938** Use of .22 rifle and .410 shotgun prohibited.
- 1939** Licensed children between ages 12 and 16 must be accompanied by parent or guardian; buckshot prohibited statewide.
- 1941** Deer predators rare, timber wolves nearing extinction; estimated gun kill is 40,403, with 124,305 deer tags sold.
- 1942** Back tags required while deer hunting.
- 1943** First doe and fawn season in 24 years.
- 1945** First year of "shotgun only" counties; wearing red clothing required while hunting deer.
- 1950** First "any deer" season since 1919; estimated gun kill is 167,911, with 312,570 deer tags sold.
- 1951** Deer hunting license and tag cost \$2.50; orange clothing now included under red clothing law; Wisconsin leads nation in whitetail deer kill for third consecutive year.
- 1953** First season gun deer hunters required to register deer at checking station.
- 1954** Two-thirds of bucks harvested are less than three years old; portions of Walworth and Waukesha counties and all of Jefferson County open for the first time since 1906.
- 1956** 100th established gun-deer season; registered gun kill is 35,562, with 294,645 deer tags sold.
- 1957** Legislature authorizes party permit.
- 1958** Longest deer season since 1916, 16 days; Rock County open for the first time since 1906; first harvest by deer management unit (in northwest and northeast only); registered gun kill is 95,234, of which 44,987 taken by party permit; 335,866 deer tags and 58,348 party permits sold, respectively.
- 1959** First statewide deer registration by unit; Game Management Division of Conservation Department assumes responsibility for coordinating the state's deer program; first open season in Kenosha County since 1906.
- 1960** Hunter not permitted to buy a license after opening day of gun season; Green and Racine Counties open for the first time since 1906; all counties now open except Milwaukee; registered gun kill is 61,005, of which 25,515 taken by party permit; 338,208 deer tags and 47,522 party permits sold, respectively.
- 1961** Resident big game license increased from \$4 to \$5; first use of SAK – sex-age-kill population-reconstruction technique for estimating deer numbers; hunters required to transport deer openly while driving to registration station; legislation authorizing unit specific quotas for antlerless harvest established.

## Appendices

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- 1962** Deer population above 400,000; deer management unit specific population goals established.
- 1963** First year of quota party permits in eight management units; assassination of President Kennedy lessens hunting pressure.
- 1964** Party permit quota extended to 32 management units.
- 1967** Hunter Safety Education Program begins.
- 1970** Registered gun kill is 72,844 with 501,799 licenses sold; 13 hunters killed.
- 1973** No deer season fatalities.
- 1978** Record registered gun kill is 150,845, with 644,594 licenses sold.
- 1980** Blaze orange clothing required; first season of Hunter's Choice permit; new law prohibits shining wild animals from 10 p.m. to 7 a.m., Sept. 15 – Dec. 31; coyote season closed in northern management units to protect nascent wolf population.
- 1981** Record registered deer kill of 166,673, with 629,034 licenses sold.
- 1982** Another record registered gun kill of 182,715, with 637,320 licenses sold; three deer season fatalities.
- 1983** Harvest continues to rise with another record registered gun kill of 197,600, with 649,972 licenses sold; experimental antlerless deer shunt in six southern management units to relieve crop damage.
- 1984** Big jump in registered kill, fourth record harvest in a row of 255,726, with license sales totaling 657,969; handgun deer hunting allowed in shotgun areas; group hunting legalized.
- 1985** Fifth consecutive record kill of 274,302, with 670,329 licenses sold; deer season extended in 21 management units; Legislature further strengthens road hunting restrictions.
- 1986** Gun deer season now nine days statewide; landowner preference program begins for Hunter's Choice permits.
- 1987** First year of bonus antlerless permits; seven fatalities and 46 hunting accidents.
- 1988** Handguns permitted statewide.
- 1989** Record registered harvest of 310,192, with 662,280 licenses sold; pre-hunt herd estimate of 1.15 million deer; two fatalities and 37 hunting accidents.
- 1990** Another record kill of 350,040, including 209,005 antlerless deer; record license sales of 671,890; pre-hunt herd estimate of 1.3 million deer; season extended for seven days in 67 management units.
- 1991** Third consecutive year of record harvest, 352,330; hunters allowed to buy more than one antlerless permit; season extended to 72 management units, mostly in the north; first year of separate, seven-day muzzleloader season.
- 1992** Though kill is fourth highest on record, 288,820, many hunters voice discontent over lack of success and claim DNR raised expectations by pre-hunt harvest prediction of around 370,000; hunters allowed to apply for bonus antlerless permits in more than one unit; Natural Resources Board approves Secretary's recommendation to keep the gun season at nine days; new metro management units established around La Crosse, Madison, and Milwaukee.
- 1993** Harvest drops to 217, 584, including 100,977 antlerless deer; pre-hunt herd population at 1 million with many units well below prescribed goals; 34 units, mainly in the north, designated as buck-only units; one fatality, 17 hunting accidents.





**Appendix P** *(Continued)*

- 1994 Hunters Choice permit availability jumps to 177,340 from 103,140 in 1993; six northwest management units remain buck only; herd beginning to build-up in southern agricultural range.
- 1995 Harvest totals 398,002, a new state record; 32 accidents, one fatal; over 577,000 antlerless permits available with 414,000 plus applicants with 163,000 bonus permits offered to hunters; for the first time hunters can use their bonus or Hunter's Choice permits in either the gun, bow, or muzzleloader seasons.
- 1996 "Earn a Buck" requirement placed on hunters in 19 deer management units situated in agricultural range where existing deer seasons and permit systems aren't controlling herd growth; special four-day antlerless only season, state's first October hunt since 1897, takes place in 19 "Earn a Buck" units, resulting in a kill of 24,954 deer.
- 1997 "Earn a Buck" provision scuttled; early Zone T season in seven management units and three state parks results in over 7,000 deer killed; the safest gun season even with one fatality and 10 accidents.
- 1998 An early October gun season for third year in a row held in one management unit, 67A; harvest of 332,254 is fifth highest; accidents total 19 with two fatalities; most units in all regions of the state estimated to be above prescribed goals due to the mild winter of 1997–98.
- 1999 Early antlerless Zone T deer season held in seven mainly east-central management units and one state park; early archery season is extended through Nov. 18 in Zone T units; pre-hunt herd estimate is 1.5 to 1.6 million deer; 33 management units in the central and southern part of the state are designated "watch units" that are above population goals and may be designated as Zone T units next year if quota numbers aren't filled; resident deer license costs \$20; non-resident license costs \$135; record harvest of 402,204 deer.
- 2000 Early four-day Zone T antlerless hunts produces kill of 66,417 deer; 97 of the state's 132 deer management units listed as Zone T; two free antlerless permits given to all hunters buying deer-related licenses; hunters kill a record 528,494 deer during the early antlerless only, nine-day, muzzleloader, and late antlerless-only gun seasons (additionally archers killed more than 86,000 deer for a total kill of more than 615,000 deer); nine-day gun harvest totals a record 442,581 (170,865 antlered, 271,573 antlerless); 694,957 licensed gun hunters.
- 2001 Wisconsin's pre-hunt population estimated at 1.5 million deer; free antlerless permit given to all hunters buying deer-related licenses; 67 deer management units and nine state parks designated as Zone T; October and December four-day, Zone T antlerless hunts results in kill of 58,107 deer; nine-day gun harvest is the state's fifth largest, totaling 361,264 (141,942 antlered, 219,260 antlerless); chronic wasting disease (CWD) later identified in three deer harvested in the Dane County Town of Vermont.
- 2002 Herd estimate at 1.34 million deer; DNR samples about 41,000 deer during the early Zone T antlerless hunt (Oct. 24-27) and opening weekend (Nov. 23–24) of the nine-day gun season to determine if CWD is present anywhere else in the state besides the Disease Eradication Zone in southwest Wisconsin; expanded hunting opportunities set-up in the CWD Management Zone and a gun deer season slated for Oct. 24 to Jan. 31 in the CWD Eradication Zone; October and November four-day, Zone T antlerless hunts in 25 deer management units produce a harvest of 36,228 deer; hunters register 277,755 deer during the traditional, nine-day season; number of licensed gun hunters drops about 10% with much of the decrease attributed to concerns about CWD.
- 2003 Fall deer population estimated at 1.4 million; landowners in CWD Disease Eradication Zone (DEZ) can request free permits to harvest deer without a license and receive two buck tags per permit; earn-a-buck (EAB) rules in effect

and no bag limits on deer in the CWD management zones; deer hunting license sales up 14% over 2002, but down 13% when compared to 2001; overall, DNR collects 15,025 samples for disease surveillance with 115 wild deer testing positive for CWD; all but two positives are from the DEZ of southwest Wisconsin and Rock County; hunters killed 388,344 deer during the early antlerless-only, nine-day gun, muzzleloader, and land antlerless-only deer seasons.

- 2004** Many deer management units (DMU's) in all regions of the state estimated to be above prescribed management goals with 48 DMU's designated as Zone T and 26 units as EAB; fall deer population estimated at 1.7 million deer; hunters issued one free antlerless permit for each license type (archery or gun) up to a maximum of two; during all seasons, hunters in the CWD DEZ and much larger Herd Reduction Zone (HRZ) are required to kill an antlerless deer before harvesting a buck; hunters kill 413,794 deer during the early antlerless only, nine-day gun, muzzle loader, late antlerless only, and CWD zone deer seasons; eight gun deer hunting accidents documented with two fatalities; all accidents are either self-inflicted or shooter and victim were in the same party; hunters set a new record of venison donations by giving 10,938 deer yielding nearly 500,000 pounds of venison for food pantries to feed needy people across the state.
- 2005** Forty-five DMU's designated as Zone T units with unlimited antlerless permits and expanded gun hunting opportunities; hunters issued free antlerless permits for both archery and gun licenses; permits valid in any Zone T and CWD units; hunters in CWD units could get an unlimited number of antlerless permits at the rate of four per day; hunters harvest 387,310 deer during the early October, regular gun, late December and muzzleloader seasons combined, the eighth highest kill on record; 195,735 deer harvested during the opening weekend (Nov. 19–20) of the nine-day gun season; gun deer sales total 643,676, down one percent from 2004; DNR conducts CWD surveillance survey in the agency's Northeast Region where 4,500 deer are tested and CWD not detected; 14 accidents, including three fatalities, during the nine-day season (Nov. 19–27); top five gun deer harvest counties—all located in central Wisconsin—are Marathon (15,871), Clark (13,918), Waupaca (12,260), Shawano (11,748), and Jackson (11,461).
- 2006** The 155th deer season; fall herd estimate at 1.6 million deer; term "Herd Control Unit" replaces Zone T designation; Earn-a-Buck (EAB) requirement in place for 21 DMUs, but not in the CWD Zones where it is replaced by either-sex seasons and harvest totals from the early October seasons appear to be lower than in previous years; DNR to conduct CWD surveillance in the agency's Western Region; gun season runs Nov. 18–26, (Nov. 18 – Dec. 10 in the CWD Zones), late archery Nov. 27 – Jan. 7, 2007, muzzleloader Nov. 27 – Dec. 6 and antlerless only hunt Dec. 7–10, statewide, but hunters must have a unit-specific antlerless deer carcass tag to hunt in units that aren't EAB or herd control.



DNR FILE





## Appendix Q:

### Nongame Species Chronology, 1844–2005

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- 1844** Thure Kumlien started studies that led to the publication of *Birds of Wisconsin* in 1903.
- 1852** Increase Lathum published *A systematic Catalogue of the Animals of Wisconsin*, the first such effort in the state.
- 1857** Birds, eggs, and nests protected in any cemetery or burial ground.
- 1869** All “insect eating birds” protected within two miles of municipalities.
- 1877** Wild pigeon nests and nest sites protected by law.
- 1887** Wisconsin was the first state in the nation to prohibit killing of birds for “millinery purposes.”
- 1897** Wisconsin Geological and Natural History Survey established.
- 1899** Last passenger pigeon shot in Wood County.
- 1901** Nongame birds protected by Audubon model law.
- 1901** *Our National Parks* by John Muir was published.
- 1903** Sale of protected game prohibited. *Birds of Wisconsin* by Ludwig Kumlien and Ned Hollister was published.
- 1909** *Cory’s Birds of Illinois and Wisconsin* was published.
- 1912** *Cory’s The Mammals of Illinois and Wisconsin* was published.
- 1916** The convention between Canada and the United States to protect migratory birds became effective December 8.
- 1918** Migratory Bird Treaty Act between U.S. and Canada (1936, Mexico; 1972, Japan; and 1976 Russia).
- 1920** Friends of Our Native Landscape formed.
- 1921** Fishers extirpated in Wisconsin.
- 1922** Last wolverine trapped in Sawyer County.
- 1923** Picking of lotus prohibited.
- 1925** Last pine marten taken in Douglas County.
- 1926** *Animal Ecology* by Charles Elton was published.
- 1929** Picking of arbutus, orchids, and trilliums prohibited.  
Migratory Bird Treaty Act amended to authorize the purchase of waterfowl refuges.
- 1931** Aldo Leopold published *The Game Survey of the North Central States* (including discussion of prairie chicken decline).
- 1933** Albert M. Fuller published *Orchids of Wisconsin*. Leopold published *Game Management*, which included discussions about nongame management.  
Aldo Leopold was hired by the Wisconsin Alumni Research Foundation to start a game management program at the university. He accepted the position on July 6 and became the first in the country to have the title “Professor of Game Management.”
- 1935** Teaching of conservation made compulsory in K-12 schools.
- 1938** Ridges Sanctuary established in Door County for protection of wildflowers.  
Leopold formally changed his university title to “professor of wildlife management” during the fall semester.
- 1939** Wisconsin Society for Ornithology organized.



- 1945** Wisconsin Conservation Commission established a Natural Areas Committee at the request of commissioner Aldo Leopold.
- 1947** Publication of Leopold's Ecological Conscience, Norman Fassett's Natural Areas Preservation, and Albert Fuller's Saving Wisconsin's Wildflowers.
- 1951** State Board for the Preservation of Scientific Areas established, the first such group formed in the United States. The first scientific area designation was applied to Parfrey's Glen located in Sauk County.
- 1952** Wisconsin Wildlife by Arthur Jorgenson was published.
- 1958** Prairie Chicken Foundation of the Dane County Conservation League and the Society of Tympanuchus Cupido Pinnatus started a land gift program to buy prairie chicken habitat in central Wisconsin.
- 1959** The Vegetation of Wisconsin: An Ordination of Plant Communities by John T. Curtis was published.
- 1961** ORAP legislation enhanced state land acquisition. Wildlife, People and the Land edited by Ruth Hine (multiple contributors) and H.H.T. Jackson's Mammals of Wisconsin was published.  
State Board for the Preservation of Scientific Areas renamed the Scientific Areas Preservation Council.
- 1962** Rachel Carson's Silent Spring was published.
- 1964** "The Wildlife Resources of Wisconsin" by Ruth Hine was published in the Blue Book.
- 1966** Federal Endangered Species Preservation Act passed into law. It enabled the Department of Interior to list endangered domestic fish and wildlife and to spend \$15 million per year to buy habitat for listed species. It also directed federal land agencies to preserve endangered species habitat on their lands "insofar as it is practicable and consistent with their primary purpose."
- 1969** Federal Endangered Species Conservation Act expanded law protection to foreign species and prohibits product imports.
- 1970** DNR Endangered Species Committee was created by Research Bureau Director Cyril Kabat and was composed of Lyle M. Christenson, Clifford E. Germain, James B. Hale, Dr. Ruth L. Hine (Chair), and Thomas Wirth.  
First Earth Day was created by U.S. Senator Gaylord Nelson.
- 1971** Scientific Areas Preservation Program initiated the Breeding Bird Census Program.
- 1972** State Endangered Species Act (Chapter 275, Wisconsin Laws of 1971) went into effect. Wisconsin was the first state to apply for a cooperative agreement with the U.S. Fish and Wildlife Service that committed the state to managing endangered and threatened fish and wildlife.
- 1973** Federal Endangered Species Act passed into law. New provisions distinguished between threatened and endangered species, allowed listing of a species that is in danger in just part of its range, allowed listing of plants and invertebrates, authorized unlimited funds for species protection, and made it illegal to kill, harm or otherwise "take" a listed species.  
American Game Policy was modified to highlight the importance of all wild living resources.  
Endangered Resources in Wisconsin, co-authored by Ruth Hine and Betty Les, was published.
- 1974** First Conservation Bulletin article on endangered resources was published. Written by Ruth Hine, it was entitled "What's a Missing Lynx to You?"
- 1975** Game manager title changed to wildlife manager by the Bureau of Fish and Wildlife Management.

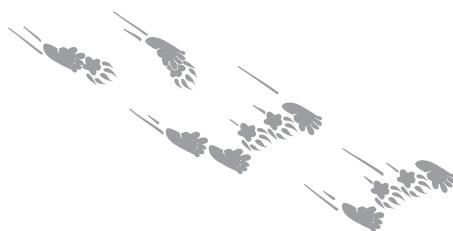


**Appendix Q** *(Continued)*

- 1978** National Endangered Species Act was amended on May 19 to protect endangered and threatened plants. Other provisions created a process for exemptions and required critical habitat to be designated when a species was listed. Wildlife management policy was established in Chapter NR 1, Wisconsin Administrative Code. Wisconsin DNR Office of Endangered and Nongame Species was established including 58 endangered and 44 threatened species. James Hale was appointed as the first Director.
- 1979** The Vanishing Wild, Wisconsin's Endangered Wildlife and its Habitats by Betty Les was published. It was the first booklet showing detail of all endangered and threatened fauna in the state. Life Tracks series written by Inga Brynildson was published (Canada lynx, pine marten, timber wolf, common tern, Forster's tern, piping plover, double-crested cormorant, osprey, peregrine falcon, bald eagle and barn owl).
- 1982** Bureau of Endangered Resources (BER) was established by combining the Office of Endangered Species with the Scientific and Natural Areas program. James Hale continued as the bureau director. Federal Act amended to require determinations of species status based solely on biological and trade information without consideration of possible economic or other effects. Other provisions included a one year time constraint for a rule requirement after a species was listed, experimental populations of listed species received different rule treatment, and a prohibition was inserted against removing listed plants from federal land.
- 1983** BER Director Hale retired and was replaced by Ronald Nicotera. Endangered/threatened Species Recovery Plan series was initiated as a standard methodology in Wisconsin. Tax check-off was established by law to fund endangered and threatened species programs.
- 1984** The Nature Conservancy's Natural Heritage Inventory was added to the BER program.
- 1985** Scientific Areas Preservation Council was renamed Natural Areas Preservation Council.
- 1986** The Proceedings of the 47th Midwest Fish and Wildlife Conference (December 17, 1985) was published as Management of Nongame Wildlife in the Midwest: A Developing Art, edited by James B. Hale, Louis B. Best, and Richard L. Clawson.
- 1986** BER newsletter, The Niche, first published.
- 1988** Trumpeter Swan Recovery Program initiated with a goal of 20 breeding pairs by 2000.
- 1989** Stewardship land acquisition program created (Wisconsin Act 31) allowing the state to borrow \$250 million to acquire and develop land for recreational use, wildlife habitats, fisheries, and natural areas.
- 1990** The U.S. Fish and Wildlife Service listed the spotted owl as a threatened species.
- 1994** Endangered species license plate created. The \$25 license plate fee was segregated in an "Endangered Resources Fund" and funneled directly to BER. New national policy exempted landowners from prosecution for harming threatened species habitat on residential properties of five acres and less. A second policy also exempted landowners from prosecution if their conservation work attracts listed species to the property and future activities harm the species. Another policy guaranteed the participants in a habitat conservation plan that they would suffer no further restrictions without compensation, even if the species continued to decline.



- 1995** Wisconsin's Biodiversity as a Management Issue was published. It provided DNR employees with an overview of the issues associated with biodiversity and provided a common point of reference for incorporating its principles into DNR land management programs.  
In the "Sweet Home [Oregon]" decision, the Supreme Court affirmed that alteration of a listed species' habitat is considered a "taking" of that species and can be regulated by the U.S. Fish and Wildlife Service (FWS). The state did not rule on whether such regulation requires compensation.  
Congress placed a moratorium on further listings of species.
- 1996** The FWS reported that, in addition to 957 listed species, 139 are proposed for listing, 179 are candidates likely to need listing, and nearly 4,000 more are "species of concern" that need monitoring but about which too little information is known to decide whether listing is needed.  
State incidental take law created effective May 13.
- 1997** Bald eagle removed from the endangered/threatened list.
- 1998** Last issue of The Niche published. BER news now shown on the DNR Web site.
- 1999** Karner Blue Butterfly Habitat Conservation Plan approved September 27.
- 2000** Whooping Crane Eastern Partnership formed. Founding members included the International Crane Foundation, Operation Migration, Inc., International Crane Recovery Team, National Fish and Wildlife Foundation, Natural Resources Foundation of Wisconsin, U.S. Fish and Wildlife Service, U.S. Geological Survey and its Patuxent Wildlife Research Center, National Wildlife Health Center, and the Wisconsin DNR.
- 2001** State Wildlife Grants (federally funded) created.  
Wisconsin Bird Conservation Initiative launched May 12.  
First flock of reintroduced whooping cranes (eight birds) trained to follow an ultralight aircraft departed Necedah National Wildlife Refuge in October and began a 48-day, 1,218-mile migration to Florida following an ultralight aircraft.
- 2002** Habitat Management Guidelines for Amphibians and Reptiles of the Midwest by Bruce Kingsbury and Joanna Gibson was published.
- 2003** Wisconsin Naturally, a Guide to 150 Great Natural Areas was published. It provided the public guidance for using state natural areas.
- 2004** Timber wolf (gray wolf) removed from Wisconsin's endangered and threatened species list.  
Regional ecologists representing the BER program assigned to each of five DNR Regions.
- 2005** Federal court action placed the timber wolf back on the federal endangered species list.  
Whooping crane flock inventoried at 45 birds in Wisconsin.  
Wisconsin initiated its required Comprehensive Wildlife Management Plan to remain eligible for federal wildlife grant funding.  
Vehicle license plate revenues generated since 1994 for the Endangered Resources Fund passed the \$6 million mark.  
Strategies for Species of Greatest Conservation Need approved by the FWS making Wisconsin eligible for State Wildlife Grants.





## The Gamekeepers

### Glossary

**Acres for Wildlife** – A national program initiated in Wisconsin by the DNR's Bureau of Wildlife Management in 1977–78 to promote protecting and enhancing wildlife habitat on private lands. Landowners signing up for the program received signs for posting the acreage dedicated to wildlife and an arm patch to acknowledge their participation.

**Add-on** – An unanticipated work task created after normal work schedules have been filled. The work is accommodated by either working extra hours, reducing the time spent on some or all of the previously scheduled work, or dropping some lower priority work to achieve results.

**Additive mortality** – An increase in overall mortality from hunting in addition to other causes.

**Agricultural Conservation Program (ACP)** – A conservation program administered by the Natural Resources Conservation Service offering cost-sharing to landowners to implement various conservation practices on their land. Such conservation activities applied to the land are commonly called “ACP practices.”

**Antlerless kill** – Any deer harvested that do not possess antlers (does or fawns) or with antlers less than three inches in length (short spikes).

**Antlerless-only hunts** – Deer hunting seasons in which the legal harvest is restricted to deer without antlers or with antlers less than three inches in length (short spikes).

**Any-deer hunt** – Deer hunting season in which the legal harvest is a deer of any age or sex. Also known as either-sex hunt.

**Bag limit** – The number of any one species that can be legally harvested.

**Biopolitics** – Biological decision making influenced by the political process or by individual politicians, sometimes disregarding biology.

**Biosentinel** – A sensitive organism that serves as a warning system when monitored to identify ecosystems impacted by persistent bioaccumulations of toxic substances.

**Blue Book** – Biennial Wisconsin Legislative Reference Bureau publication documenting important facts about Wisconsin's government, its officials, and its accomplishments.

**Bovine tuberculosis** – A highly contagious disease in cattle that can be transmitted to deer and people.

**Captive wildlife program** – A generic term used to describe WCD/DNR license programs involving caged or fenced-in birds and animals including deer farms, pheasant and quail farms, fur-bearing animal farms, game bird and game animal farms, shooting preserves, falconry permits, domestic fur-bearing animal farms, and wildlife exhibits.

**Cervid industry** – Deer and elk farm license holders and related organizations.

**Closed season** – Calendar dates during which hunting, trapping, and other taking methods are prohibited.

**Compensatory mortality** – A situation in which mortality from hunting is compensated for by an increase in animals surviving after the hunting season.

**Cooperators/cooperating clubs (raising pheasants)** – Conservation clubs, 4H clubs, and FFA organizations whose members raise chicks to a certain age (8 weeks or more) for release to the wild.

**Crop service records** – U.S. Department of Agriculture records of row crop production.

**Deer yard** – A concentration area for deer in the winter months that normally contains conifer cover offering thermal and wind protection along with reduced snow depth.

**Deer yarding** – Concentrations of deer or the process of deer moving into a deer yard.

**Depopulation** – Killing all animals, e.g., a population that may be impacted by a virulent disease.

**Dingell-Johnson Act** – A federal law (entitled the Federal Aid in Sport Fish Restoration Act) enacted in 1950 that enables the Secretary of the Interior to provide financial assistance to state agencies for fish restoration and management utilizing a 10% excise tax on certain sport fishing tackle. Later amendments extended that tax to electric outboard motors, sonar fish-finding devices, and import duties on fishing tackle, yachts, and pleasure craft. See also Pittman-Robertson Act.

**Drift** – Stocked or released species moving to other areas.

**Driftless Area** – The unglaciated portion of southwestern Wisconsin.

**Edge effect** – The interface of two habitats such as upland and lowland forests, forests and grasslands, or young and old forests.

**Either-sex hunt** – Deer hunting seasons in which the legal bag limit is a male or female deer (buck or doe) of any age. Also known as any-deer hunt.

**Endangered species** – A species in danger of extinction in all or a significant portion of its range. Federal and state laws provide protection for endangered species. See also threatened species.

**Environmental Quality Incentives Program (EQIP)** – A voluntary conservation program for farmers and ranchers administered by the Natural Resources Conservation Service that promotes agricultural production and environmental quality as compatible national goals.

**Epizootic** – Epidemic of disease among animals.

**Extinction** – Complete loss of a species.

**Extirpation** – Elimination of a species from part of its range.

**Fish and game deputies** – Volunteers and other local individuals appointed by the sheriff or local authority to carry credentials to enforce fish and game laws. Appointment was mostly a status symbol as most volunteers did little real conservation law enforcement.

**Food patches** – Any agricultural or specialty crops planted specifically for wildlife food or as an attractant for wildlife.

**Fur-bearing animals** – Defined by Wisconsin law to include otter, beaver, mink, muskrat, marten, fisher, skunk, raccoon, fox, weasel, opossum, badger, wolf, coyote, wildcat (bobcat), and lynx.

**Game animals** – In the early 1800s prior to established seasons, game animals included any animal that was hunted. In the late 1800s, game animals became defined as species that could be killed during certain seasons for food or sport. After 1935, game animals were those listed in the hunting regulations pamphlet with specific open and closed seasons. After about 1980, game animals were defined by Wisconsin law to include deer, moose, elk, bear, rabbits, squirrels, fox, and raccoons. See also nongame species.

**Game birds** – In the early 1800s, the term referred to any bird that was hunted. In the late 1800s, game birds were defined as bird species that could be hunted during established hunting seasons. After 1935, game birds were those listed in the hunting regulations pamphlet with specific open and closed seasons. Game birds were defined by Wisconsin Law about 1980 to include two categories:





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**Aquatic birds:** Wild geese, brant, wild ducks, wild swans, rails, coots, gallinules, jacksnipe, woodcock, plovers, and sandpipers.

**Upland birds:** Ruffed grouse (partridge), pinnated grouse (prairie chicken), sharp-tailed grouse, pheasants, Hungarian partridge, chukar partridge, bobwhite quail, California quail, and wild turkey.

See also nongame species.

**Genetic drift** – The occurrence of random changes in the gene frequencies of populations.

**Geographic information system (GIS)** – Computer systems (hardware, software, networks) for the input, editing, storage, retrieval, analysis, synthesis, and output of location-based information.

**Goose management zones** – Legally defined geographic areas with management or population goals. Wisconsin initially established special restrictions for hunting near the Horicon National Wildlife Refuge in the 1960s and gradually extended various rules for goose hunting in the Horicon area. In the 1970s, special hunting seasons and rules were established for defined goose hunting zones (East Central, Burnett County, Brown County, New Auburn, and Rock Prairie). The Exterior, Collins, Theresa, and Pine Island zones were added as goose use intensified in the 1980s.

**Great Lakes Indian Fish and Wildlife Commission (GLIFWC)** – An agency of eleven Ojibwe tribes in Minnesota, Wisconsin, and Michigan with off-reservation treaty rights to hunt, fish, and gather products of the soil in treaty-ceded lands.

**Herptiles** – Reptiles and amphibians.

**Hibernacula** – Protective places for wintering organisms.

**Hunt/hunting** – Shooting at, pursuing, taking, catching, or killing any wild animal or animals.

**In-holdings** – Private lands within the boundaries of a state land acquisition project.

**Infectious prions** – Abnormally folded proteins that can infect healthy proteins, causing brain damage. Infectious prions are recognized as the cause of mad cow disease and chronic wasting disease in deer. Prion diseases progress rapidly and are always fatal.

**Izaak Walton League of America** – Formed nationally and in Wisconsin in 1922, this broad-based conservation organization established numerous chapters throughout the United States and had great influence on national efforts to protect and enhance natural resources. In Wisconsin, its early officers (including Aldo Leopold) were responsible for drafting legislation that eventually created the Wisconsin Conservation Department and its commission in 1927.

**Land control** – DNR activity dealing with leases, fee title, and easement purchases.

**Landscape genetics** – A discipline that bridges landscape ecology and population genetics to study how landscape and environment influence population genetic structure. For example, rivers can be a barrier to animal movement and thus gene flow, resulting in different genetic population structures on either side of the river.

**Level ditching** – Ditches constructed in wetlands with dragline equipment, usually for agricultural purposes. It is also a wetlands management technique DNR wildlife managers used in the past for increasing muskrat production and attracting waterfowl.

**Limited term employee (LTE)** – Short-term employees restricted by state law to 1,080 hours per hiring period. Wages are modest and limited state benefits are provided other than travel expenses outside the employment area.

**Line authority** – The ability to direct work activities of subordinates without going through other staff or management.



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**Line-staff organization** – An organization operating on a system that enables supervisors (line officers) to direct subordinates (staff) to accomplish work activities. Personnel who provide services to line personnel to accomplish work are also categorized as “staff.” DNR’s line channel for field wildlife biologists flows from the secretary to regional directors to land leaders to regional wildlife supervisors to area wildlife biologists to field wildlife biologists.

**Low-head dike** – An earthen structure installed to impede the flow of water and designed to hold back a shallow water area usually six feet or less in depth.

**Macroinvertebrates** – Organisms large enough to be seen without a microscope and which do not have a backbone (e.g., insects and aquatic worms).

**Macrophytes** – Aquatic plants large enough to be seen by the unaided eye; they may be submergent, emergent, or floating vegetation.

**Managed Forest Law (MFL)** – A program offering property tax reductions for landowners in exchange for signing contracts to manage their forestland by following an approved plan and may include providing public access for recreational purposes.

**Management units** – Geographic areas of varying size, usually within certain road boundaries, used to manage wildlife populations.

**Mast** – Fruit of trees and shrubs. Soft mast includes berries and hard mast includes nuts.

**Natality factor** – Anything that affects the birth of an animal.

**Natural community** – Plants and animals that share a common environment and interact with each other.

**Natural Resources Conservation Service (NRCS)** – A federal agency within the U.S. Department of Agriculture that is organized to help landowners improve agricultural productivity, control erosion, enhance water supplies, improve wildlife habitat, and reduce damage caused by floods and other natural disasters.

**Necropsy** – Internal examination of an animal after death.

**Nongame species** – Defined by Wisconsin law as any species of wild animal not classified as a game fish, game animal, game bird, or furbearing animal.

**Nonpoint source pollution** – polluted runoff from farm fields and urban areas that doesn’t emanate from a wastewater discharge pipe.

**Open season** – Hunting and trapping dates within which hunters are allowed to hunt game animals and game birds and trappers are allowed to take fur-bearing animals.

**Pittman-Robertson (P-R) Act** – A federal law (entitled the Federal Aid in Wildlife Restoration Act) enacted in 1937 that authorizes the Secretary of the Interior to provide financial assistance to state agencies to reestablish wildlife populations to their natural habitats and support wildlife research using a 10% excise tax on sporting arms and ammunition. Later amendments increased the excise tax to 11% on sporting rifles, shotguns, ammunition, and archery equipment and 10% on handguns. See also Dingell-Johnson Act.

**Plant/planting** – In the context of wildlife management, the release or stocking of animals to the wild.

**Plantation** – Trees or shrubs planted by machine or by hand, often in rows.

**Prescribed burning** – Planned use of fire.

**Protected species** – Any plant or animal species protected by a closed season.

**Radio telemetry** – The tracking of radio signals from transmitters placed on or in animals.

**Recruitment** – Number of newborn animals (e.g., fawns) surviving to fall.



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**Relict openings** – Herbaceous openings within a forest caused by historic human activity (logging camps, old farmsteads) or by fire, frost pockets, or other environmental factors, in contrast to openings recently constructed for wildlife benefit.

**Resident geese** – Geese that nest in the state.

**Scaup** – Bluebill ducks.

**Segregated account/segregated funds (SEQ)** – Funds that cannot be used for any other purpose unless modified by law. The Legislature can modify the statutory “segregated” language and use such funds as they see fit. However, such use of the fish and wildlife segregated account could require reimbursement of federal aid monies (Pittman-Robertson and Dingell-Johnson funds) used in the state.

**Sex-age-kill (SAK)** – A methodology used by the DNR for estimating Wisconsin’s deer population.

**Sharecrop program** – DNR contract program for state-owned land employing a farmer who provides seed, fertilizer, herbicide, labor, and machinery to produce a crop in return for a “share” of that crop. This practice allows the DNR to avoid owning and operating expensive equipment as well as committing its limited staff to time-consuming activities across broad geographic areas.

**Silviculture** – The art and science of cultivating a forest.

**Slash** – Downed tree debris left after a timber harvest operation.

**Specials** – Seasonal or part-time conservation wardens. Early specials had little or no conservation enforcement training. Modern day specials are usually off-duty police officers, sheriff’s deputies, or other DNR enforcement officers (park/forestry credential holders) with mandatory training certification.

**Spike buck** – An adult male deer with antlers no more than three inches in length and containing no branches or tines one inch or greater in length.

**State of the Lakes Ecosystem Conference (SOLEC)** – Biennial consultation meeting sponsored by the U.S. Environmental Protection Agency and Environment Canada to gather and assess information about the health of the Great Lakes ecosystem with input from scientists, private corporations, and not-for-profit organizations.

**Threatened species** – A species likely to become endangered in the near future. Federal and state laws provide protection for threatened species. See also endangered species.

**Transect** – A defined route for surveying wildlife.

***Tympanuchus cupido pinnatus*** – Scientific name for the prairie chicken.

**Tyvec** – Durable, tear-proof material used for hunting and trapping licenses and associated backtags.

**Ungulate** – Mammal having hoofs.

**U.S. Department of Agriculture (USDA)** – A federal agency whose mission is to “provide leadership on food, agriculture, natural resource, and related issues based on sound public policy, the best available science, and efficient management” (mission statement), using the following major areas:

1. Natural Resources and Environment (Forest Service, Natural Resources Conservation Service, and Office of Environmental Markets)
2. Farm and Foreign Agricultural Services (Farm Services Agency, Foreign Agricultural Services, and Risk Management Agency)
3. Rural Development
4. Food, Nutrition, and Consumer Services
5. Food Safety



6. Research, Education, and Economics (Research, Education, and Economics; Agricultural Research Service; Economic Research Service; National Agricultural Library; National Agricultural Statistics Service; and National Institute of Food and Agriculture)
7. Marketing and Regulatory Programs (Agricultural Marketing Service; Animal and Plant Health Inspection Service; and Grain Inspection, Packers, and Stockyards Administration)

**U.S. Department of the Interior** – A federal agency whose mission is “to protect and manage the nation’s natural resources and cultural heritage; provide scientific and other information about those resources; and honor its responsibilities and commitments to American Indians, Alaska natives, and affiliated island communities” (mission statement). The agency organization has four major focus areas:

1. Fish and Wildlife and Parks (National Park Service and Fish and Wildlife Service)
2. Indian Affairs (Bureau of Indian Affairs)
3. Land and Minerals Management (Bureau of Land Management, Office of Surface Mining and Enforcement, and Minerals Management Service)
4. Water and Science (Geological Survey and Bureau of Reclamation)

**U.S. Fish and Wildlife Service (USFWS/FWS)** – A bureau within the U.S. Department of the Interior whose mission is “to work cooperatively to conserve, protect, and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people” (mission statement).

**Use-days** – A method of quantifying wildlife use of an area by estimating the number of animals using the area per day and multiplying it by the number of days observed.

**Velocipede** – An old type of handcar used on railroad tracks.

**Waterfowl impoundment** – Any artificial water containment area, usually created by the installation of a water control structure and an earthen dike and intended for waterfowl production.

**Weir** – An obstruction placed in a stream or river channel to divert water and trap fish.

**Wisconsin Administrative Code** – State-created regulations or rules established within the authority of enabling state statutes (legislatively created law). DNR-generated rules are enforced by state conservation wardens. All such rules are reviewed and approved by the Legislative Clearinghouse and a special legislative committee before they are published and become effective.

**Wisconsin Conservation Department (WCD)** – Original state conservation agency established by law in 1927 led by a WCD director who was appointed by a six-person Conservation Commission. The agency and commission were terminated in 1967 when the agency was reorganized into the Department of Natural Resources.

**Wisconsin Department of Natural Resources (WDNR/DNR)** – State agency led by a secretary appointed by the governor (1995 provision) and receiving policy/regulation approvals from a seven-person Natural Resources Board.





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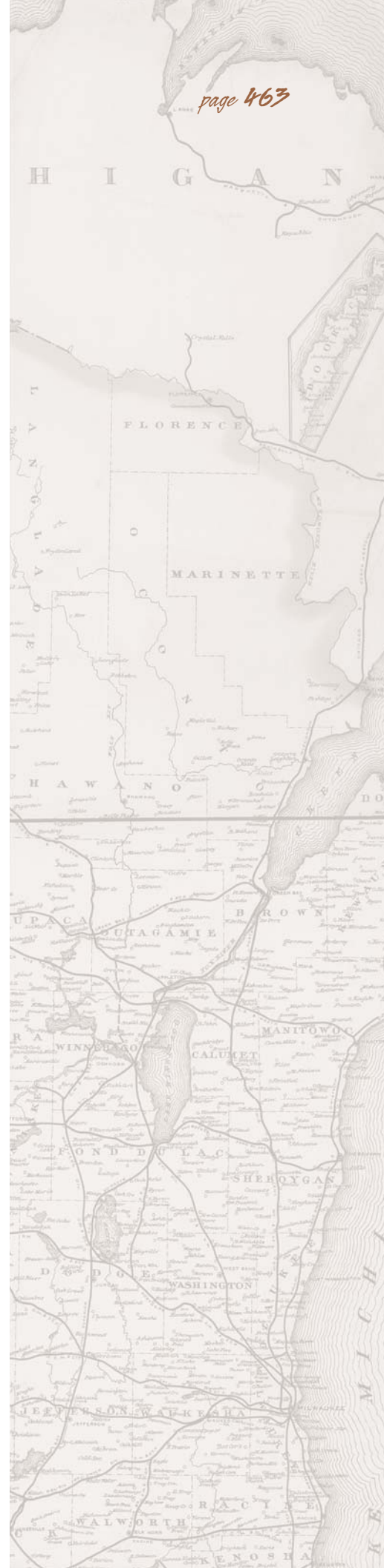
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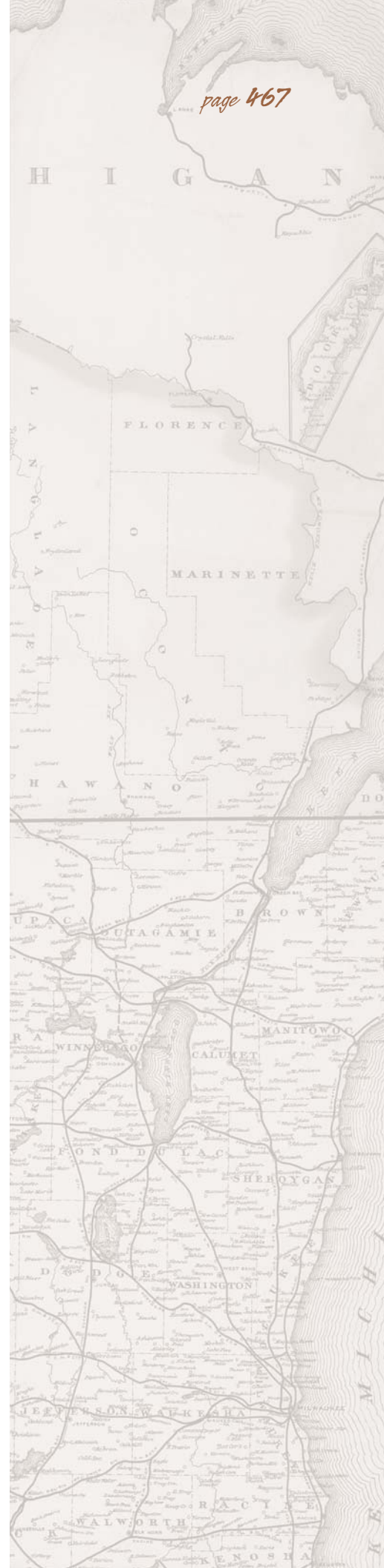
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## Personal Communications

Many of the observations, facts, and anecdotes reported in this book stem from personal conversations, interviews, and correspondence with wildlife and related conservation professionals, and their family members, friends, and acquaintances, over the course of my career with the Wisconsin DNR, and particularly between 1999 and 2008 when I was working on the manuscript. Several provided personal biographies, some shared publications or reference materials, many provided historical context for their areas of expertise or specific work units, and some reviewed or edited portions of the text. Some are mentioned in the text, but many are not. Among these are the following:

William J.P. Aberg	Aaron Bucholz	Milt Friend
Margaret Adamac	Nancy Cervantes	Mike Gappa
James Addis	Ted Chaddock	Ron Gatti
Fred Adler	Chrisian Cold	Anthony Geiger
Roger Amundson	John Cole	Clifford Germain
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Bruce Bacon	Allan Crossley	Bruce Gruthoff
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Bob Birmingham	Edward Faber	Ruth Hine
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Chet Botwinski	Doug Fendry	Simon Hollamby
Paul Brandt	William Feney	Jim Holzwart
Bruce Braun	Laurie Fike	Frank Hopkins
Kay Brockman-Mederas	Bruce Folley	Ralph Hopkins
Inga Brynildson	Mike Foy	Ralph Hovind
Donald Bublit	Edmond Frank	Tom Howard





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Benjamin Hubbard  
 Scott Hull  
 Richard Hunt  
 James Huntoon  
 Sarah Hurley  
 Bill Ishmael  
 Dave Ives  
 Jim Jackley  
 Chris Johansen  
 Harry Johnson  
 Mike Johnson  
 Richard Johnson  
 Gary Jolin  
 Ken Jonas  
 Harold C. "Bud" Jordahl  
 Cyril Kabat  
 Pat Kaiser  
 Mike Kastler  
 Dale Katsma  
 John Keener  
 Louise Keener  
 Horac Kellogg  
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 Lee Kernan  
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 Kent Klepinger  
 Steve Klock  
 George Knutson  
 Jack Koch  
 Gene Kohlmeier  
 Paul Kooiker  
 John Kubisiak  
 Jim Kurtz  
 Raymond Kyro  
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Writing efficiently and accurately takes a special skill. Most of us are not very good at it. I was fortunate to have the council of some good professional writers/editors, and their recommendations overlay the product you are about to read. The graphic artist skills of Michelle Voss blended all of this effort into a credible product.

The primary editor was Tricia Duyfhuizen, a long-time professional who has elevated many mediocre manuscripts into very readable, attractive products over the past 25 years. If I could show you one marked-up page of her work, you'd appreciate how talented she is in this process that we simply call "editing." Her efforts to correct spelling, grammar, sentence clarity, text flow, and facts without compromising the author's writing style would be better called "miraculous." I am forever in her debt for improving the readability of what could have been a bumpy ride through history.

James Hale (now deceased) was a veteran of over 40 years of professional writing and the mainstay for both historical recollections and effective sentence structure. Sara Rath, prize-winning poet and author, and Ruth Hine, long-time research editor (now deceased), gave valuable publication advice along with authors Lee Kernan, Jim Chizek, Dick Thiel, and Jim Palmer. *Wisconsin Natural Resources* magazine editor David Larry Sperling was most helpful with encouragement and suggestions. My new friend Barbara "Boo" Naminworth shared her years of professional editing without knowing it. Phyllis DeGioia, my loving sister-in-law and full-time writer-editor, provided strategic comments.

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I was very fortunate to be able to interview and receive detailed accounting of the 1969–2005 periods from the wildlife management leaders of the time: John M. Keener (now deceased), Kent Klepinger (now deceased), Steven W. Miller, and Thomas Hauge. They provided insight and detail not available in any other source material. I was also able to interview numerous old-timers and tape their recollections; I encourage you to note their names in the references. Jim Hale and Kent Klepinger extended themselves by providing multiple interviews and recollections. Susan Gilchrist conducted a focus group session of retirees that produced a variety of background information.

Wildlife research was an integral part of the wildlife management program from the beginning but was under a separate administration for the past 50 years. Hence, retrieving details about that program was difficult because most of its history was documented in numerous technical reports about animals and not its personnel. Fortunately, wildlife research leader Gerald Bartelt volunteered extensive time to write about those missing links (25 pages) and allowed me to incorporate his text into the book. He was also instrumental in promoting the book's publication by the DNR.

Dr. Mary Kay Salwey, who is an educator and author, contributed in several areas to ensure the story got told in print. She provided countless suggestions and was a connective link to wildlife professionals, learning about their historical roots and sharing their stories with me. She researched stories and photographs, endured criticism for promoting the topic, and promoted the agency's publication of the book. She is deserving of my very special thanks.



Personnel record searching was difficult because of confidentiality issues. Debra Martinelli was able to provide that documentation to me only through special effort. The clerical worker who actually searched the “P-cards” to retrieve most of the career information was Linda Pederson. She deserves special mention because the tedious chore of searching the records between normal duties was not pleasant duty.

Deer management was a major topic throughout the book, and its history is vital to the wildlife management profession. Keith McCaffery and Bill Creed provided both interviews and text editing. Keith went way beyond the call of duty with multiple edits. His keen memory and record searching were invaluable. Other deer program expertise was obtained from virtually everyone with a hand in Wisconsin’s deer program including Art Doll (now deceased), George Hartman (now deceased), Frank Haberland, Bill Ishmael, Bill Mytton, Keith Warnke, and Dr. Robert Rolley.

The wild turkey management success story is often credited to one person but properly should be shared with others. Many of the main participants were consulted, and I am indebted to their patience and tenacity for getting the “real story” told. Those people include John M. Keener, Edward Frank, Joe Frank, Ronald Nicklaus, John Nelson, Carl Batha, Tom Howard, Paul Brandt (now deceased), Tom Meyer, Lewis Meyer (now deceased), Tom Hauge, Ray Kyro (now deceased), Roger Halverson, Al Cornell, David Linderud, and John Kubisiak.

Waterfowl management is steeped in history and had a humble beginning in the 1940s with “Fast” Freddie Zimmerman. However, it expanded to national recognition because of a researcher named Dick Hunt, and I was fortunate to get his input. Jim March, John Wetzel, Jon Bergquist, Ron Gatti, Gerald Bartelt, and Kent Van Horn gave council and provided editing suggestions. James Kelly from the U.S. Fish and Wildlife Service provided vital federal references that were not available from any other source.

The endangered resources program in Wisconsin was pivotal for changing traditional game management to broader wildlife management objectives. I was fortunate to have the input and review of the experts credited for creating and expanding this vital aspect of the profession. Dr. Ruth Hine was most gracious in providing early program survey and awareness information. Her humble way of crediting others while masking unpleasant personal treatment during her marvelous career did not go unnoticed.

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Similar to the wildlife research shortcomings, digging out endangered resources personnel and program detail was next to impossible because of fragmented record keeping. Sumner Matteson provided important chunks of recent program information and deserves special recognition. Pils’ tenacity also drew help from the current Bureau of Endangered Resources staff.

Other DNR functions set the stage for the wildlife management story, especially law enforcement, forestry, and fisheries that were our partners in the traditional conservation program. Program historians Jim Chezik (law enforcement), Jim Miller (fire control), and Ron Poff (fisheries) not only provided useful information but extended encouragement and support for this form of historical recollection. In particular, Jim Miller repeatedly researched missing data and produced documentation essential for accurate storytelling.

To have council of university professors was a very special resource for a struggling author. The late Dr. Donald Rusch—a most treasured friend—encouraged me to document the growth of the profession and told many adventurous stories to demonstrate the value of having fun with wildlife. Former professor and friend Harold “Bud” Jordahl (deceased) was enthusiastically

supportive of my efforts from the idea stage forward and gave advice and encouragement. Dr. Scott Craven not only provided editorial reviews and authored the foreword but also gave pragmatic council vital for the quality of the product.

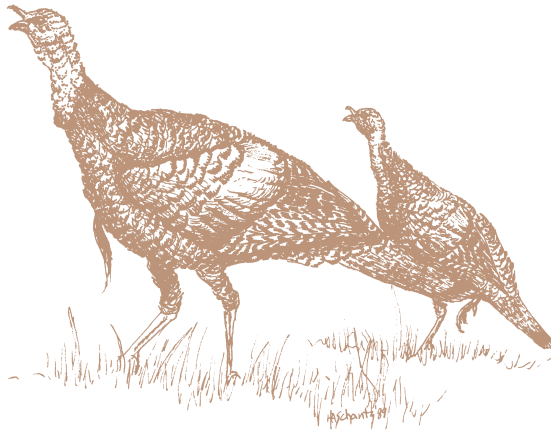
During the course of five years of archival pursuit, I received the unbridled help of so many DNR staffers that I have to at least list their names. Unfortunately, I likely will overlook someone; to those, I apologize. To the following, please accept my special thanks:

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I would be remiss if I didn't thank my family for 30 years of second-place standing and absorbing eight more years of DNR intermingling in our lives while this book was being written. To my sons Scott and Chris, thanks for hanging in and understanding. To my loving wife Laura, who tolerated countless hours of sublimation while DNR occupied my time and never grew weary of offering support, please accept my thanks and pledge of topic closure. To my only grandson, Miles Forest Richman Gjestson, I hope you read this some day!

*Dave Gjestson*





## *Credits*

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### *About the Author*

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David Gjestson was born and raised in Stoughton, Wisconsin, obtained his Bachelor of Science degree in fish and wildlife management from the University of Minnesota in 1963, and was commissioned as an Ensign in the U.S. Navy at Newport, Rhode Island, the following year. He served three tours in the Gulf of Tonkin off the coast of Viet Nam as a nuclear weapons officer aboard the U.S.S. Hancock (CVA-19), a Seventh Fleet attack carrier.

David was hired by the Wisconsin Conservation Department in 1967 as a game manager and was stationed in Jefferson, Boscobel, and Madison before joining the Wildlife Management Bureau staff in 1972. He became the Lower Wisconsin State Riverway Coordinator in 1989 and completed his 30-year career as a policy and planning analyst for the Bureau of Property Management before retiring in January 1999.

David and his wife, Laura, moved to Oakley, California in 2011 after 45 married years in Wisconsin. Trading equestrian trail riding in the Midwest for mountain trekking and ocean beach romps with two rambunctious dogs, international travel and grandson activities are now priority events. Both are still avid Packer and Badger fans.



*Back cover photo: Warden Harold Hettrick. Courtesy of DNR Bureau of Law Enforcement.*

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Management's selection of "Wildlife" as an important contributor to wildlife management is the collective effort of every individual who has ever been a wildlife manager. Wildlife biologists, naturalists, and personal stories within the story chapters as separate boxed copy can be tedious reading. These side stories will be involved. Rather, they will be a field of wildlife management. Some of the story telling will give the reader a sense of the old timers called "the outfit." But these rugged individuals deserve credit as fish and game law enforcement's winners, but every field warden should be a good thing game manager. Eventually (my guess is after 10 years) when credentials over the years are mandatory in 1972, most turned into a game manager. Some were "grandfathered in" or programs continued to improve. Bureau-level cooperation was always there. Rollie Lee, Harland Steinhorst, John Daniel were always supporters. When six-foot six-inch Larry Krueger, Berhans at Horicon personally with a hundred "you won't believe" stories, communications and respect between managers admittedly is biased by personal friendship. Any attempt to include all of them would be too voluminous. Game Men... first started because women were not. When Aldo Leopold launched the



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